Law Enforcement News

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Hi-tech: changing the nature of policing

By Paul K. Wormeli

It was about 25 years ago that law enforcement began to discover the computer. True, the early uses were limited to key-punching data on workload and crimes and attempting to produce some crude statistical reports that might support management decisions. But once on-line inquiries to data bases became possible, during the early 1960's, the computer suddenly became a useful tool for operations as well as management.

The other major advancing technology during this same 25-year period was that of radio communications. The portable radio that now seems as common as a holster emerged in law enforcement during this time period. Obviously, computer and communications technology have now found each other with the advent of mobile digital terminals and now with portable radio-equipped terminals.

To be sure, other technologies have also found their way into law enforcement applications, in the crime lab, in training programs, surveillance equipment, and other support functions.

It might be worthwhile at this point in time, then, to pause and ask what impact the introduction of new technology or the advance of older technology has had on the nature of policing. Most observers of police practices would generally agree that policing has changed in the last 25 years, but what role has technology played in these changes? Is the influence of technology apparent in the day-to-day workings of a law enforcement agency?

At the level of the street officer or investigator, the introduction and advancement of technology have done for policing what power tools did for carpentry. While it is still possible to perform police tasks without the use of current technology, most people would have difficulty doing the job. How many dispatchers would know how to find out whether an out-of-state car is stolen if the computer networks they use (NCIC and NLETS) were inoperative or nonexistent? If they knew how, would they have the time?

Wormeli

The officer in a patrol function relies heavily on the availability of technology for assistance in many daily tasks. Stopping a suspicious vehicle invokes the use of both radio and computer technology in almost every instance. Officers expect to know before approaching the vehicle if it is stolen. If the agency is fortunate enough to have installed its own computer with adequate data bases, there is normally available to the officer a great deal of information on premises, persons, property, to assist in the patrol function.

The increased level of information available and the increased security of being able to communicate easily has enabled the street officer to take actions which would not be undertaken in the absence of these tools. There is no question that many of the arrests made possible through "hits" in nationwide wanted persons and stolen vehicle files would have never happened except for the availability of the high-speed inquiry. It is also clear that the motivation of the officer is increased by the knowledge that vehicles and people can be checked out quickly, and that the communications links provide a greater level of safety for the officer.

The mobile digital terminal has taken the communications and data availability another new step forward. In

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Advanced number crunching:

CCS: the crime-data frontier

By David N. Konstantin

For decades, the reporting and compilation of crime statistics have been activities that revolve around paper, pencils and, to a lesser extent, large mainframe computer systems. Moreover, the results of these statistical efforts have often been found to be less than thoroughly enlightening, in part because of the tendency to group crimes under their statutory, often confusing labels.

Recently, however, the winds of change have begun to blow through the smokescreen of criminal justice statistics. Among the efforts undertaken in this respect is the innovative crime-reporting package known as the Crime Classification System, which is currently being field-tested by the Police Executive Research Forum (PERF).

CCS, which has been funded by the U.S. Bureau of Justice Statistics, is an agency-based system. CCS operates on a microcomputer and measures crime by examining the harm inflicted on victims and the context in which crimes occur. And, in a departure from the generic labels used to classify crimes in the FBI's Uniform Crime Reports, CCS examines the components of each crime and categorizes the offense accordingly.

Loss, Threat & Injury

Virtually all crimes involve some element of loss, threat, injury, or a combination of these, and the measurement of these elements forms the foundation of the Crime Classification System. Every incident is classified into one of seven "crime categories": loss only, threat only, injury only, threat/loss, injury/loss, regulatory, or incomplete. This greatly facilitates the understanding of crime by the press and the lay public — an understanding that is generally lost in the UCR system, much to the dismay of the FBI.

CCS is designed to provide the police administrator with a crime-reporting system that goes beyond the limits of traditional systems. It collects and reports data on a rich variety of relevant variables which range far beyond the scope of the UCR. The data collected by CCS on every reported crime in a jurisdiction include:

¶ Age, sex, race and residence status of the victim;

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Site visit: How CCS is taking shape in Arvada, Colo.

By Jane R. McElroy

The Federally-sponsored Crime Classification System (CCS) came alive in the Arvada, Colo., Police Department in August 1983, with the potential for offering the city a new comprehensive, geographically-based, victim-oriented means of assembling and analyzing crime data.

After eight months of gathering historical data, reports were produced and carefully analyzed for any immediate and/or potential value to our police work. These reports and analyses resoundingly confirm the system's intended orientation toward the victim.

The information produced by the data complements citizen assistance and awareness programs such as "Neighborhood Watch," "Operation ID," and "Police and Citizens Together," to name a few.

Offering citizens a realistic picture of the criminal activity in their geographical area, the scenario is less emotional than a newspaper account, but more meaningful than a statistical report. Citizens are informed as to the predominant demographic characteristics of the most recent victims. These

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Brain scanner may get the drop on drug users

A new device that scans brain waves to detect drug use is being tested by the police in six New Jersey towns.

Called the Alcohol Drug Motorsensory Impairment Test, the device was manufactured by Pharmometrics of New Brunswick, N.J., and is able to identify which drug or combination of up o four drugs a driver has ingested.

Shrewsbury, N.J., home of the irst Breathalyzer test, is one of he six towns in Monmouth County testing the new device.

"We know drugged drivers are out there, but so far we have basically ignored drugs because we had no way to test for them," said Raymond Mass, Shrewsbury's police chief.

The device was developed by Dr. S. Thomas Westerman, an ear, nose and throat specialist. Westerman said in a recent New York Times interview that his machine, about the size of a portable computer, might someday render the Breathalyzer obsolete. It can test for alcohol as well as drug impairment.

Law enforcement officials and Dr. Westerman said they hoped the device would one day have the same legal authority behind it for all drug testing as the Breathalyzer now has for alcohol tests.

"The legitimacy test we are waiting for is the first court challenge," Dr. Westerman said.

So far, the machine has been used in court only once, by a man eligible for parole who volunteered to be tested to prove in Superior Court in Monmouth County that he had stayed off drugs.

It may be awhile before the new device is scientifically and popularly accepted, officials said.

New Jersey's Attorney General, Irwin I. Kimmelman, said the state was hesitant to use the new device.

"At the state level, we are still concerned about the ultimate reliability of the test," he said. "I am in no position to dispute its findings, but until we see what happens in court, the state is not going to use it."

The device was voluntarily tested last year on about 2,500 people, including impaired motorists who were brought into the Howell Township police station. Motorists were told the findings would not be used against them in court, and according to police, they readily submitted to the test.

The machine uses sensors in a band wrapped around the head to read brain waves. For police use, the mechanism is connected to a microprocessor that issues a printout that its developers say is easily readable.

In contrast with the Breathalyzer or a urine test, the new device responds to tolerance levels of individuals, instead of

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Around the Nation

Northeast

CONNECTICUT — Governor William O'Neill has proposed a $40 million increase for the state's criminal justice system over the next fiscal year. O'Neill said he would like to see more police officers, judges and prisons.

MAINE — The first major crackdown on state cocaine trafficking netted 18 arrests and six pounds of cocaine worth $250,000, according to U.S. Attorney General Richard Cohen. The arrests ended a three-month probe that began last fall with drug-peddling Columbian nationals from Rhode Island.

MARYLAND — State police will increase the use of aircraft to nab speeders in a new program. Police say 55.9 percent of motorists on state highways broke the 55-miles-per-hour speed limit last year, jeopardizing federal highway funds.

Firearms violations declined in Baltimore during the first four months of the school year. Thirty violations were reported, compared to 59 during the same period last year. Officials cite metal detectors and security guards in some schools as the main cause of the decline.

Baltimore's 911 emergency telephone system will begin operation in March. It will give dispatchers the caller's location two seconds after the number is dialed. To pay for the $1.2 million installation expense and $1.3 million annual operating expense, residents will be assessed 40 cents a month.

MASSACHUSETTS — A negligence suit that received national attention is scheduled for a February re-trial. The suit, brought by Debbie Irwin, accuses police of failing to arrest a drunken driver who later killed her husband and daughter.

In Boston, police say a cabbie protection plan is working. Police Commissioner Joseph M. Jordan said violent crimes against cabbies dropped 22.2 percent from 1983 to 1984. There were 49 violent incidents, including two murders in one week, against the city's cab drivers in 1984.

NEW JERSEY — Several New Jersey dairies have joined a nationwide program to help find missing children by printing pictures of them on milk containers.

RHODE ISLAND — Public Safety Commissioner Charles Pistaturo has urged that teenagers in high crime districts be hired to help police. Pistaturo said he hopes to have a youth corps active by this summer.

Southeast

ARKANSAS — The state police have launched an advertising campaign urging the public to suggest to their state legislators that surplus state funds be used for police raises. The ads complain that the troopers work long hours with low pay in cars that sometimes are "death traps." Starting salary for a trooper is $12,844.

The Washington County Coroner, William G. Myers, has decided to list 'failure to use seat belts' as a contributing cause of death in auto accidents. This will make up for the lack of a mandatory seat belt law, he says.

Midwest

ILLINOIS — Twenty people, including 18 current and former police officers, have been subpoenaed by a Cook County grand jury that's investigating possible misuse of money from a Chicago Police Department contingency fund, according to the report in *The Chicago Tribune*.

The city of Harvey has agreed to pay $134,000 in damages to settle a civil rights discrimination suit brought eight years ago by black police officers and applicants. The settlement also requires that the next five patrol officer positions on the department be filled by qualified black applicants who unsuccessfully tried to get on the force before.

Chicago Police Superintendent Fred Rice said shootings by police officers during 1984 dropped to a four-year low. A recent study showed 77 incidents in 1984 during which police used deadly force, a decline of 12 percent. Sixty-eight civilians were shot last year, compared with 78 in 1983, 70 in 1982 and 78 in 1981.

MICHIGAN — Roadblocks to catch drunken drivers won't be set up until the state Legislature approves them, according to State Police Director Gerald Hough. Hough told the Drunk Driving Task Force that the Legislature opposes the idea.

OHIO — Evidence of discrimination by the Police Department toward black officers was "overwhelming," a U.S. District Court judge ruled. A remedial plan must be submitted by February 15.

New Franklin County Sheriff Earl O. Smith says he won't tolerate fat deputies and will put overweight officers on diet and fitness programs.

WISCONSIN — Former Milwaukee Police Chief Harold Breier, 73, was in satisfactory condition after tests showed he has cancer of the colon. His doctors say it was detected early enough to be satisfactorily treated.

Crime prevention training for private citizens began at the Milwaukee Police Academy. The training was authorized by Police Chief Robert Ziarnik, who has set up a neighborhood watch program in the city.

Plains States

KANSAS — Ottawa County will comply with an attorney general's opinion and will not swear in Sheriff-elect Kenneth White, the county says. The reason is that he is ineligible because of a ten-year-old drunken driving conviction.

The Shawnee Police Department will add five patrol officers to its ranks in January, bringing the number of paid officers on the department to 47. The paid Shawnee force is currently supplemented by 17 reserve officers.

Kansas City officer Donald L. Moore, 49, was in serious condition after heart transplant surgery last month. He received the heart of Overland Park police officer Deanna Rose, 26, who died after being run over by a driver stopped on suspicion of drunken driving.

MINNESOTA — Policewoman Gail Plewacki is seeking $50,000 each from two fellow officers and two department officials after an incident she says occurred while she posed as a prostitute. She claims an officer touched her and offered to pay for sex.

MONTANA — The state Highway Patrol will have to lay off a third of its force by February 1 unless the Legislature provides $500,000, officials say. The money would last until the end of the biennium — July 1.

NORTH DAKOTA — The Crime Stoppers program in Williston solved almost twice as many crimes in 1984 than the year before, city officials say. The value of recovered merchandise jumped from $17,000 to $125,000.

A bill to reduce penalties for violating the 55-miles-per-hour speed limit has been introduced in the state Legislature this month, according to Rep. Alice Olson. Fines would remain, but points would no longer be assessed on drivers' licenses.

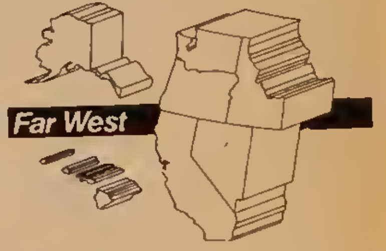
Southwest

ARIZONA — The state Court of Appeals ruled 3-0 that drivers can have an independent breath test in drunken driving cases, but the government does not have to advise them of that right.

Officials say there was one arrest every ten hours last year as a result of confidential calls to the Pima County Attorney's 88-CRIME hotline. Callers claimed about $28,000 in rewards.

OKLAHOMA — Residents of Pryor will be voting to decide whether the City Council should appoint the police chief. The post has been elective since 1951. Mayor Carl Curry says the change would mean more efficient government and qualified candidates.

TEXAS — Twelve people graduated last month from the Houston Police Department's eight-week Volunteer Services Training Program. The volunteers were trained in communications skills, crisis intervention, counseling, team work, death notification and court procedures. They will be used to help reduce the workload of police officers by performing some of the non-police functions in the department.



Far West

CALIFORNIA — During the holiday season, Dec. 14 through Dec. 31, the California Highway Patrol's sobriety checkpoints screened 10,150 cars. Police reported that 168 field sobriety tests were given, and 53 drunk driver arrests were made. Of the 2,450 drivers responding to questionnaires, 85 percent said they approve of sobriety checkpoints, 93 percent said they experienced no significant delay at the checkpoint, and 85 percent said they believe checkpoints will deter drinking drivers.

State Sen. Ed Davis, 68, says he'll seek the Republican nomination in 1986 in an attempt to unseat Democratic U.S. Sen. Alan Cranston, 70.

Fourteen male German Sherpard dogs from several German kennels arrived in San Diego to take up their duties in the city's newly formed K-9 corps.

HAWAII — The Kaui County Council is considering a police request for $6,082 to purchase three automatic rifles, two automatic pistols and 12 bulletproof vests. The weapons are needed to combat heavily armed marijuana growers during police raids.

IDAHO — Basalt Mayor Michael Young and Firth Mayor Bud Rogers may embark on a system of sharing a police officer, because Basalt cannot afford one of its own. Young says the town has a lot of traffic violations and stray dogs.

NEVADA — State Assemblyman Jim Stone has introduced a bill that will require blood tests for anyone in an accident suspected of drunken driving. Sparks City Attorney Steve Elliott says a loophole now allows drivers to blame blurred speech on accident injuries and refuse the test.

WASHINGTON — The Bellevue City Council is considering a four-step program to discourage pornography. The program would include a moratorium on adult entertainment businesses and licensing for peep-show operators, as well as zoning to restrict areas where stores selling explict films and books can operate.

U.S. Department of Transportation
Ad Council
DRINKING AND DRIVING CAN KILL A FRIENDSHIP.

High Court expands searches, stop-and-frisk

The Supreme Court ruled 6-to-3 last month that the Constitution permits public school teachers and officials to search students as long as there are "reasonable grounds" for believing that the search will yield evidence of a violation of the law or school rules.

The Court also upheld warrantless "stop and frisk" searches where police know a person is wanted for investigation by a police department in another city.

The school-search ruling, which grew out of a New Jersey high school official's search of a Piscataway student's pocketbook for evidence of smoking, steered a middle course between two competing visions of the relationship between the Constitution and the public schools.

The majority opinion, written by Associate Justice Byron R. White, rejected the argument that the Fourth Amendment's limitations on search and seizure do not apply at all in the school setting, as well as the argument that the limits apply with full force.

The Court adopted a "reasonable grounds" standard, which has previously been accepted by most of the state and Federal courts that have considered the issue, including the New Jersey Supreme Court in the 1983 decision reviewed by the U.S. Supreme Court last month.

But contrary to the Supreme Court's new ruling, the New Jersey court found that reasonable grounds did not exist for the search in question, which turned up evidence that the student possessed and was selling marijuana. The Supreme Court overturned that decision, finding that the pocketbook search "was in no sense unreasonable" under the Constitution.

The majority said that probable cause was too restrictive a standard to apply in the school setting. While a student has substantial interest in privacy, Justice White said, that interest must be balanced against "the substantial interest of teachers and administrators in maintaining discipline in the classroom and on school grounds."

"It is evident," he said, "that the school setting requires some easing of the restrictions to which searches by public authorities are ordinarily subject."

Justice White concluded: "The legality of a search of student should depend simply on the reasonableness, under all the circumstances, of the search."

Brief detention upheld

In other action last month, the Supreme Court ruled unanimously that police may act without a warrant to stop and briefly detain a person they know is wanted for investigation by a police department in another city.

The decision focused on "stop and frisk" rules that the Court established in the 1960's for police who suspect that a crime is underway or imminent. For the first time, the Court applied those rules to a situation in which the suspected crime has occurred at some point in the past.

In an opinion by Associate Justice Sandra Day O'Connor, the Court reversed a decision by the U.S. Court of Appeals for the Sixth Circuit, which had overturned the conviction of a Kentucky man on Federal firearms charges. The man had been wanted for questioning about an armed robbery in St. Bernard, Ohio, where the police circulated a "wanted" flier to neighboring police departments. The police in Covington, Ky., saw his car a week later, stopped him for questioning and discovered the firearms in the car.

The Court of Appeals said the brief stop violated the Fourth Amendment's bar against unreasonable search and seizure. Under the Supreme Court's precedents, the appellate court said, the police could not stop a person unless they had either a warrant or probable cause to arrest.

Justice O'Connor said that contrary to the lower court's view, the Supreme Court had not established an "inflexible rule" requiring probable cause for any brief police stop to investigate a past crime. Such brief stops, called "Terry stops" after the 1968 decision *Terry v. Ohio*, in which the Court first permitted police to stop and frisk a person on the basis of "reasonable suspicion" that a crime is underway or imminent, were based on the need for quick action to protect the public and the police officer who comes across a crime in progress.

"We. . .do not decide today whether Terry stops to investigate all past crimes. . .are permitted," Justice O'Connor said. "It is enough to say that, if police have a reasonable suspicion, grounded in specific and articulable facts, that a person they encounter was involved in or is wanted in connection with a completed felony, then a Terry stop may be made to investigate that suspicion. The barrier to such stops erected by the Court of Appeals accordingly cannot stand."

Awash in narcotics:

Gulf Coast governors signal SOS

The governors of five Gulf Coast states have called on Congress to order the Defense Department to take a more active role in combating narcotics smuggling in their region, saying the present Federal drug enforcement efforts are "completely inadequate."

Meeting in New Orleans January 17, the Governors of Texas, Louisiana, Alabama, Mississippi and Florida discussed the growing problem of drug trafficking over their borders, which each Governor said his state was not equipped to deal with.

"We're literally being invaded by land and sea," said Gov. Mark White of Texas.

The Governors sent a joint resolution to Congress, asking that the Defense Department be given "the specific mission of actively searching for and interdicting" drug smugglers.

The Governors also suggested that the Federal Government should establish a fund for local drug enforcement similar to the Federal fund for cleaning up toxic waste dumps. Under the plan, the assets of drug smugglers that were seized by the law enforcement authorities would be placed in the fund.

At the conference, the Governors all told similar stories of increased drug trafficking in their states.

Gov. Edwin W. Edwards of Louisiana said that when a smuggling plane crashed in his state recently, the cocaine found on board was worth "20 times the annual budget of the state police narcotics bureau."

In Texas, Gov. White said, state narcotics agents seized 12 times the tonnage of cocaine in the first nine months of 1984 as was seized in all of 1983.

Gov. Bill Allain of Mississippi said the Federal Government's South Florida Drug Enforcement Task Force was in part to blame. He said the group "has moved some of the problems over to our states" because of increased enforcement in the Miami area.

Bob Dempsey, Florida's commissioner of law enforcement, said Federal enforcement in Florida was weak too. "Last year local authorities caught 50 drug planes that the Federal people didn't even notice," he said.

Gov. Bob Graham of Florida said he had begun organizing residents of his state "in a civil defense type effort to assist law enforcement" to catch smugglers.

Rep. Charles B. Rangel (D-N.Y.), chairman of the House Select Committee on Narcotics Abuse and Control, told the Governors he would be willing to introduce a bill in Congress based on their resolution.

"It just seems to me to be a heavy burden for the Federal Government to say it's a local problem," he said. No Federal officials were invited to the meeting.

Of the Defense Department's reluctance to get involved in drug law enforcement, Gov. Edwards said, "It's immaterial whether they want to do it."

Gov. Edwards also called on the White House to abolish the National Narcotics Border Interdiction System, which is intended to coordinate Federal, state and local efforts. Edwards echoed the views of Francis M. Mullen Jr., head of the Drug Enforcement Administration, who said in an internal report to Attorney General William French Smith last year that the system was accomplishing little and should be abolished.

Missing-children center urges state-law changes

The National Center for Missing and Exploited Children has called for major revisions in state criminal laws on molestation, abuse, kidnapping and exploitation of children.

"The time has come to begin to translate what we do know about crimes against children into a careful consideration of statutory reforms that will better protect children," Jay C. Howell, executive director of the center, said at a news conference last month.

The center plans to distribute to state legislatures a guide including nearly 100 examples of existing state laws that the center's staff considers effective in dealing with crimes against children.

Howell said the center's goal is not to seek uniform laws, but rather to advise legislatures on statutes that have worked elsewhere and that should be considered for adoption.

Recommendations include:

¶ Extension of statutes of limitations to 15 years for child abuse;

¶ Allowing videotaped testimony from children in court;

¶ Acceptance of out-of-court testimony from children;

¶ Broadening of laws requiring reports to the authorities on suspected cases of child abuse;

¶ Enacting criminal penalties for distribution, production and financing of pornography involving children up to age 18.

From the editor's desk:

200 issues — and a thousand thank-you's

With this special issue on the latest technology for policing, Law Enforcement News has reached a milestone of sorts — our 200th issue since we began in September 1975. As anyone who has ever published one issue of a publication will attest, it's a tough row to hoe, and a milestone like number 200 is something you're better off not thinking about reaching until you get there. But now that we've made it this far, we can say confidently that the climate is wonderful.

Over the past nine and a half years, we have seen any number of competitor (or colleague) publications in criminal justice come and go. The likes of Police magazine and The National Centurion enjoyed brief moments in the sun, only to fall victim to the whims of the sometimes fickle publishing business. That Law Enforcement News has survived — and thrived — is due in no small part to the efforts and support of a number of parties.

Thanks are due first and foremost to John Jay College of Criminal Justice, our home since day one. We've enjoyed considerable support from the nation's number-one college of criminal justice, but it's decidedly more than a matter of financial assistance. Moral support, in the form of affording us complete editorial independence and recognition for the work we have done, has been at least as important. It would not be an overstatement to say that we couldn't have done it without John Jay's help.

Likewise, LEN's success would have been much more difficult to realize without the contributions of our extremely talented staff writers, our adept and often indefatigable support personnel, our loyal outside contributors, and the coterie of state correspondents who help keep us abreast of developments on a nationwide news beat. Without naming individuals, it should suffice to say that their efforts have helped shape this organization and the special breed of journalism that has made us what we are.

And, as the saying goes, last but not least, a tremendous debt of thanks is owed to our faithful readers, who have seen us through our occasional growing pains and stood solidly by us, and to the police profession as a whole, for being such an endless cornucopia of news and feature material in a very specialized branch of journalism. To all of the LEN faithful, thanks may seem inadequate. May our gratitude for your support be reflected in our continued commitment to the highest standards of police journalism.

People and Places

A role model dead at 68

Lloyd G. Sealy, a 27-year veteran of the New York City Police Department and a professor at John Jay College of Criminal Justice, died of a heart attack on January 4, his 68th birthday.

Sealy, the first black man to hold a number of top positions on the force, was stricken in the library at John Jay, and was taken to St. Luke's Roosevelt Hospital Center, where he was pronounced dead. Sealy had been a professor at the school since his retirement from the police department in 1969.

Sealy

As a retired assistant chief inspector, he was given a full inspector's funeral at St. Philip's Episcopal Church near his home in Brooklyn on January 9. Police Commissioner Benjamin Ward led a delegation of 200 uniformed police officers and hundreds of retired officers at the funeral.

"To black officers in particular be was an inspiring model of what a top-notch police officer can be," Commissioner Ward said. "He was tremendously valuable to this department."

In 1964, when rioting struck Harlem and community leaders accused the police of using excessive force against blacks, Sealy became the first black man to command a Harlem precinct, the 28th.

Later, as the first black assistant chief inspector and the commander of 11 Brooklyn precincts, he often accompanied Mayor John V. Lindsay on visits to calm those neighborhoods where there was a threat of racial violence.

"I try to explain to the Negro groups the role of the policeman and why he's here," Sealy said in the summer of 1964, as commander of the 28th precinct, where the population was mostly black and 80 percent of the officers were white.

He added, "You try to show the police that this is a community of decent people with the same values and same standards as any other community, people who strongly resent any implication that they don't have these values."

Miami taps a new chief

Miami's newest police chief is former assistant chief Clarence Dickson, the city's third chief in a year, and its first black police chief.

The 50-year-old Dickson, a 25-year veteran of the force, said his first task is to return stability to the department.

Dickson succeeds Herbert Breslow, who resigned with one of his top assistants in early January in the second major shake-up in the department in less than a year. Kenneth Harms, whom Breslow replaced, was fired January 27, 1984.

Dickson once worked as a $48-a-week porter to put himself through college, but dropped out to join the police department in March 1960.

Foreign affairs

A Washington, D.C., police officer frisks Rep. Patricia Schroeder (D.-Colo.) after she was arrested during an anti-apartheid protest outside the South African Embassy in Washington. Schroeder, who was charged with demonstrating within 500 feet of an embassy, a misdemeanor, is one of many public figures arrested in the continuing protests against South Africa's racial policies. Wide World Photo

Fun's gone, chief's going

Bellevue, Wash., Police Chief D. P. Van Blaricom, a popular figure in the city's police department for the last 28 years, says he is looking around for a new challenge.

"It's not as much fun as it used to be, and the place almost ruins itself," he said in a recent interview in the Seattle Times. "I don't find myself with a whole lot to do. I'm looking around now."

Van Blaricom has a reputation for being brash and outspoken, so much so that he was once suspended for two weeks by a former city manager after complaining to reporters about being ordered to cut his proposed 1980 budget.

In a significant show of support, the police guild gave him a check to cover his salary for the suspension period, and a sympathetic City Council fired the city manager when Van Blaricom came back to work.

Andrea Beatty, the present city manager, has nothing but praise for Van Blaricom. "Van is the best police chief I've ever worked with, and the police department here is the best of any municipality that I know about," she said.

Van Blaricom

During Van Blaricom's 10 years as chief, no one has been killed by a Bellevue police officer's gun, and no officer has been shot to death in the line of duty.

It has been rumored that Van Blaricom has political aspirations, and he doesn't deny an interest in jobs such as governor or senator. But, he says, "I know I can't start out in politics in a job like that. I'm more interested in the private sector, or doing something completely different."

One job Van Blaricom wanted, but didn't get, was that of police chief of Seattle. He was one of the finalists for the position when Patrick Fitzsimons was chosen from New York's police ranks.

Van Blaricom suspects it was his reputation as a progressive and outspoken administrator that kept him from getting the job.

"Charley (Seattle Mayor Charles Royer) picked Fitzsimons for Charley's political purposes, and I think that made sense," he said. "Charley told the city manager of Bellevue at the time that he couldn't trust me to keep my mouth shut, that he couldn't control me — and that was probably true."

A first for Portland

With the recent rise of numerous black law enforcers to the top spots in major city departments, it had to be just a matter of time before the gender barrier was broken in the big cities as well.

That time has now come.

On January 24, Penny E. Harrington, a 20-year veteran of the Portland, Ore., Police Bureau, was sworn in as the city's new police chief, thus becoming the first woman to run a major city force.

Harrington, 42, had previously been a captain in command of the city's east precinct.

As Portland's newest top cop, she will command a 940-member force that includes her husband, patrol officer **Gary Harrington**, her sister, Capt. **Roberta Weber**, and her brother-in-law, Lieut. **Ron Weber**.

What They Are Saying

"We're literally being invaded by land and sea."

Gov. Mark White of Texas,
discussing the impact of drug smugglers on the
Gulf Coast region. (3:1)

Law Enforcement News

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CCS alters face of crime statistics

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¶ Level of injury, type of injury and medical treatment received by the victim;

¶ Type of weapon and extent of force used against the victim;

¶ Victim-offender relationship;

¶ Time and place (e.g. single-family house, convenience store, parking garage, etc.) of occurrence;

¶ Location (census tract) of occurrence;

¶ Seriousness score;

¶ Crime category and UCR category;

¶ Disposition of case, and

¶ Value and type of property stolen or damaged.

This information is produced in the form of printed reports, as an integral part of the system.

One of the significant differences between CCS and the Uniform Crime Reports has to do with measuring the severity of crime. UCR makes no provisions whatsoever to differentiate between crimes that have the same statutory label but differ widely in severity. For instance, an incident in which a victim is shot, seriously wounded and loses $500 is not distinguished from an incident in which one schoolboy threatens another and walks away with $3. They are both counted simply as "robberies."

Seriousness by the Numbers

The Crime Classification System, however, evaluates the seriousness of each offense, using the Wolfgang-Sellin-Figlio seriousness scoring method, and assigns it a numerical score. For example, the first incident above would receive a seriousness score of 22.9, while the second incident, relatively minor in comparison, would receive a score of 6.2.

An additional unique feature of CCS is the summary indicator. Summary indicators are figures that group several CCS variables together in order to describe a single class of crime — for instance, "all violent crime committed by strangers in public places." Summary indicators simplify and condense the task of informing the public about the incidence and severity of certain kinds of crime, and present this information in terms that the average citizen can easily understand. They are especially useful when compared over time.

The software for CCS is available in both 16-bit, PC-DOS, dBASE III, and 8-bit, CP/M, dBASE II versions. For those agencies using mainframe computers, a download can be utilized to avoid the need for duplicate data entry. The software lies in the public domain and is therefore available from PERF for only the cost of transfer.

The process of implementing CCS in a local law enforcement agency involves little or no disruption of existing report-taking procedures. The data required are already being collected by most agencies in the course of their current reporting practices, and therefore report forms do not usually have to be modified. All CCS data are drawn from incident reports, so there is no additional paperwork required of patrol officers.

The Crime Classification System is currently operating in four test sites: the police departments in Arvada and Colorado Springs, Colo.; Peoria, Ill., and Hampton, Va. Two new, larger sites are scheduled to implement the system within the next several months.

Bringing Up Baby

CCS was developed in three stages over a period of four years. During the first stage, input from experts in the field was solicited and scrutinized. Critiques of existing crime-reporting systems and recommendations for future improvements were studied, and these became the foundation for CCS. Police administrators from across the nation were consulted for their opinions on the problems with existing crime-reporting procedures, and advice on features that should be incorporated into a new system. The second stage involved the creation of an advisory board to formulate the elements and structure of CCS. This board consisted of police chiefs, city officials, reporters, and a member of the lay public. In the third stage, refinements were made to the system, as CCS was field-tested in law enforcement agencies.

Based on this experience and on comments from the personnel involved, several modifications were made, resulting in the Crime Classification System as it exists today.

David N. Konstantin is the CCS project director at the Police Executive Research Forum in Washington, D.C.

Site visit: Field testing in Arvada

Continued from Page 1

characteristics include but are not limited to age, sex, racial classification, residential status and victim-suspect relationship. Also included are the environmental settings and critical times of occurrence of criminal activity in specific areas, all of which helps to reinforce the personal or victim-oriented nature of the system, which is so often buried in a statistical jungle.

Types and value of property targeted by the perpetrator are also identified through the analysis, which attaches a dollar value to crime — something the citizen readily understands.

Of equal if not greater importance, CCS functions as a more comprehensive managerial tool, offering police administrators on-line computerized information as to what kind of criminal activity is occurring, how serious the activity is, and what type of court action and investigative outcome has been reached in each case.

The CCS program seems to offer the potential of prediction as well. Its historical data base of past criminal activities allows the crime analyst to study social or behavioral phenomena in a scientific rather than an intuitive manner. Coupling the historical data base with a powerful statistical software package opens up the possibility of subjecting crime data to inferential analysis. Such analysis enables one to make predictions within a specific degree of probability. Thus, there is an enhanced degree of certainty in such predictions.

Use of statistical models will further allow us to know which areas and subpopulations of our city are aberrant or exceptionally prone to certain crimes on certain days, months or hours, and the degree of confidence we can put in such an analysis or how high a priority we should assign to the predicted occurrence.

If, given a set of clearly defined circumstances, we are able to predict the probability of certain criminal events, we will not have to wait for an area to deteriorate physically or psychologically before we begin to intervene and exercise preventive measures.

No probability model, however, will ever rival human creativity, ingenuity, flexibility or ability to play the intuitive hunch. We acknowledge this. With CCS, however, we will be able to manage, set priorities, and play our hunches from a more accurate framework, thereby increasing our effectiveness and efficiency.

Jane R. McElroy is the supervisor for the Records and Communications Division at the Arvada, Colo., Police Department.

What's new in hi-tech products for police

LASER TRAINING SYSTEM. International Laser Systems Inc. has developed Lasertrain II, a system that simulates target shooting from basic trigger-squeeze aiming to reflex marksmanship and realistic two-sided encounters. Equipment available includes a cylinder laser for Smith & Wesson K-Frame .38 or .357 revolvers, $1,144.25; a barrel module laser pistol simulator, $1,949; shotgun simulator, $1,374.25; M-16 rifle simulator with trigger switch, $2,294.25; bullseye target, $2,012.50; conformal vest target, $2,012.50; zoned silhouette target, $2,695.75; flat panel target, $690. For more information contact International Laser Systems Inc., 3404 North Orange Blossom Trail, Orlando, Fla., 32804; tel. (305) 295-4010 or (800) 327-6393.

LASER FINGERPRINT FINDER. Laser Photonics Inc. has introduced a portable solid state laser fingerprint detection system called the Laser Printfinder. The Laser Printfinder provides 500,000 watts of peak power and employs a compact Nd:YAG laser used in military laser rangefinders. A low light level television camera and image intensifier provides the criminal investigator with 500 times more sensitivity than the human eye. It operates from standard 110-volt electric outlets, and has a closed cycle cooling system. A complete system, including a one-year warranty, is priced at $36,950. For more information contact Bonnie Thompkins at Laser Photonics Inc., 12351 Research Parkway, Orlando, Fla., 32826.

POLICE CAR ROBOT. Robotronics Inc. has introduced P.C., a robot designed to teach children about public safety. Shaped like a police car and animated with cartoon-like eyes, nose and smiling mouth, P.C. stands 34 inches tall, 37 inches long, and 24 inches wide. He speaks, listens, plays pre-recorded cassette tapes, and moves by remote control. Features include operator-controlled siren, rotating emergency beacon, quiet heavy-duty drive motors, and sealed rechargeable batteries. Options include moving eyes, separately moving eyelids, and remote control headlights and taillights. Prices start at $2,995 for a complete system, with a fully animated model priced at $3,495. For more information contact Robotronics Inc., P.O. Box 706, Spanish Fork, Utah, 84660; tel. (801) 798-3543.

ELECTRONIC DEFENSE MODULES: Hi-Calibre Products has developed an alternative to deadly force called the XR-5000 electronic defense module. The XR-5000's microchip technology delivers an electronic pulse that interrupts and temporarily overpowers the body's neuromuscular system, resulting in compliant passivity for up to several minutes. The pulse, proven safe by government testing agencies,

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P.C., the smiling educational robot from Robotronics

In-store specials:

A fast and easy way to build a software library

By Warren Benton,
Don Stoughton and
Judith Silberstein

The microcomputer lab at the Institute of Police Traffic Management in Jacksonville, Fla. IPTM has adapted a number of generic software programs for specialized law enforcement applications.

The computer revolution in law enforcement is nothing new. For years, mainframe computers operated by computer technicians have helped police agencies to manage information on administrative, motor vehicle and criminal matters. But while the law enforcement professional has had access to these large data banks, until recently he or she had little say as to how the banks are organized, what data get stored, or how the information appears when needed.

Today, law enforcement finds itself in the grip of a second computer revolution, spawned by the advent of relatively inexpensive, comparatively uncomplicated personal or microcomputers that are slowly making their way into law enforcement agencies. Microcomputers, for all their capabilities, are not yet powerful enough to replace the mainframes, but, properly equipped, a desktop machine can improve decision-making and expedite paperwork.

What does it take to properly equip a microcomputer? It takes sufficient hardware, but more importantly it takes appropriate software — the directions required to get the computer to function.

This article is for those law enforcement professionals ready and able to put personal computers to work. It applies to officers and administrators in the majority of agencies today, even to those in small departments with special needs that can't be met by centralized computer systems, or to a team of detectives sifting through the details of one puzzling case.

One need not become a computer programmer to put together a software library for law enforcement. Commercial word processing, spreadsheet, data-base management and telecommunications software constitute the basic tools for law enforcement microcomputing — and the user will learn to control these programs. In the material to follow, the law enforcement professional will find an introduction to the major types of software, suggestions as to how each type can be used in law enforcement, and a variety of strategies for compiling a software collection.

SOFTWARE LIBRARIES FOR LAW ENFORCEMENT

When an agency acquires a personal computer, what software will it need? The possibilities are infinite, but likely candidates fall into five types: programs for operating and managing the computer; specialty programs such as graphics; programs for preparing documents (i.e., word processing); programs for organizing and analyzing records (i.e., data-base management, accounting, spread sheet, and decision analysis), and generalized programs for writing other programs (i.e., languages such as BASIC, PASCAL, and COBOL.)

For the first type, operating and managing software, purchasing decisions are simplified since most microcomputers come with operating programs (such as MS-DOS, PC-DOS or CP/M). Telecommunications software, also included under this heading, becomes important only if an agency wants to link up with data banks or users other than those already on a central computer system.

At some point a department will probably look for additional utilities, those hardworking programs for such specialized functions as "squeezing" information so that more can be packed on a disk. As an agency gets more familiar with its microcomputer, it may also develop interests in computer graphics and other specialized areas. However, a discussion of utilities and specialty programs is beyond the scope of this introductory article, which concentrates on programs that will be of greatest use to law enforcement agencies regardless of agency size or the computer sophistication of the force.

Word Processing programs

Any office that puts words on paper can benefit from a word processor program. These programs store typed information in the computer or on disks, allowing the user to edit and erase electronically before printing a perfect copy on paper.

There are scores of word processing programs, but a law enforcement agency should look for one that:

¶ Performs the basic functions well;

¶ Contains those extra functions particularly suited to the agency (e.g., Does the department require reports with underlined items and footnoted references?), and

¶ Can be readily "customized" to handle standardized departmental forms.

Wordstar is one of the most powerful, most widely used packages, but there are simpler, cheaper versions available for those whose documents tend to be short with simple formats.

A word processing program could greatly improve the efficiency of any officer or adminstrator filing long narrative reports or completing shorter traffic accident or initial complaint reports. Detective or juvenile units charged with preparing detailed initial and supplemental investigative reports would particularly benefit from some of the following advantages:

¶ Word processing greatly speeds report writing and editing when compared to the traditional approaches such as dictation or hand writing (then typing, editing, retyping). Because erasure is fast and easy (by merely pushing a delete button), the detective or investigator can compose and edit simultaneously, producing a faster, better written draft without the aid of a professional typist.

¶ The format for report development and production is easy to standardize. A standard format helps the report writer quickly organize thoughts and prepare a professional looking document.

¶ A program that incorporates spelling and/or grammar checking can correct a 20- to 30-page report in a few minutes. This is important since spelling and grammar are not strong points of many police officers, yet their reports frequently enter into public records and are reviewed by superior officers as well as outsiders such as attorneys, parole and probation officials, judges and insurance companies.

¶ Well written, professional-looking reports improve the image of the individual officer and the entire police department.

¶ Integrating the work of several investigators is a simple exercise in word processing. When supplemental reports and investigative efforts become available they too can be easily added without the lengthy retyping required in traditional methods.

¶ A good word processor includes the capacity to search through lengthy reports for a given name, date or location by simply pushing a few keys. Similarly, as the investigator composes, these bits of information may be marked easily for later storage in a record system. This speeds word and data processing simultaneously.

¶ Several investigators can share a report on screen without resorting to the time and expense of producing paper copies. For example, a supervisor can store an initial report on a computer disk, adding and reviewing supplemental material from one or twenty investigators as they supply it. Rather than printing and reproducing numerous rough drafts, the team can wait until the final draft is complete.

Data-Base Management

Data-base management is a general term describing the range of programs functioning as computerized file clerks in an electronic file cabinet. In most agencies, the major data-management chores already are automated. State and Federal computer centers operate the data banks, receiving and transmitting information through terminals in local law enforcement agencies.

Why then would an agency want its own data base capability? The central banks produce information in standardized ways that do not always meet local needs. An enterprising officer interested in investigating the characteristics of a local crime wave would face long delays and might never obtain the necessary analyses from a central computer that requires special programming to produce nonstandard reports. With a microcomputer and data-base management program, the officer could organize and analyze the local information to suit the particular problem.

Microcomputers equipped with sufficient file storage (memory and disk capacity) are now capable of handling relatively large record systems. Specialized data-base management programs exist for almost every application and occupation (inventory, payroll, case records and so on). But while the variations are

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Better personnel evaluation — with computers

By Gerald W. Smith
and Marlene W. Lehtinen

Sometime this term the Supreme Court is expected to decide a case that will have far-reaching implications for supervisors making personnel decisions. The case in question is *Webb v. County Board of Education*, 83-1360, and at issue is whether attorney fees can be awarded for work done in state administrative proceedings associated with employment discrimination claims.

Lower courts have split on this issue, but based on at least one precedent decision, there is good reason to surmise that the Supreme Court will permit such fee awards.

If a prevailing party can recover attorney fees for such work, it would seem likely that the number of these claims will increase dramatically, perhaps tenfold, given the possibility that attorneys will be able to collect substantial fees for representing clients in administrative proceedings at the local level. Such a possibility will make it essential that a department apply a formalized system of performance evaluation to legally protect itself in making personnel decisions.

Computer Assisted Police Evaluation (CAPE), a new software program for police performance evaluation, has been designed to meet the above described legal requirements and to overcome the numerous problems involved in performance evaluation. The program runs on the IBM PC and IBM-compatible personal computers, and is menu-driven by simple English commands that permit easy use by staff without any formal computer training.

The CAPE program includes a series of performance-evaluation manuals designed to assess the various job classifications in law enforcement (patrol officer, sergeant, lieutenant, investigator, dispatcher, etc.). The manuals, which were developed and tested in various law enforcement agencies for reliability and validity, consist of a series of five-point behaviorally anchored rating scales that describe the specific duties of each separate job classification. There are more than 400 separate scales grouped into 15 different job categories from which a department may select for use in evaluating any job classification.

Users of CAPE may also design their own scales customized to the needs of their department. Each scale item may be assigned a priority weight to reflect its relative importance to the job in comparison to other areas. By assigning higher priority weights to scale items measuring critical areas, a department can individualize the performance rating to reflect its policies to the fullest.

Evaluator Accountability

The CAPE program assumes that a systematic evaluation of all evaluators is just as important as that of employees. The program will accept ratings by one evaluator or multiple evaluators for each employee, such as from each sergeant that an officer worked under during the course of a year. It is preferable to have a panel of evaluators rating each employee because it reduces the potential for bias. Each evaluator on the panel may be assigned a different weight to reflect their relative importance in the rating.

The CAPE software runs three separate evaluator analyses designed to hold each evaluator accountable for his or her assessments. First, at the input mode, the program flags evaluators who fail to use an acceptable range on the evaluation scales, such as a sergeant who gives all high ratings in all categories. Next, the program sizes up each individual evaluator in comparison to every other evaluator and flags evaluators whose ratings are significantly different from the ratings of other evaluators rating the same job category. It then identifies for each evaluator the areas in which an officer was given significantly different ratings among the various evaluators. Finally, CAPE analyzes the panels for each person evaluated and identifies those that have evaluators with signficant differences between them. It also identifies panels that are significantly higher or lower in their ratings than other panels in the system.

Each of the above analyses was designed to flag potential bias in evaluations and call this to the attention of the evaluators before the results of the evaluation are returned to the employee. This allows evaluators to rethink and correct their evaluations prior to returning them to the employees. None of the analyses makes any attempt to build a correction factor for skewed evaluation because the skew may be justified. For example, Sgt. Jones's officers may in fact be significantly better than 80 other officers in the department. The evaluator analysis functions as a control to help maintain integrity in the evaluation process and insure the validity of the results. By holding all evaluators openly accountable for the validity and objectivity of their evaluations, the CAPE system significantly reduces employees' fears that they will be unfairly evaluated. This in turn strengthens employee morale by building their confidence that unfair and biased evaluators will be identified by the program and held accountable.

Group and Individual Analysis

The CAPE program allows the user five methods for analyzing individuals, three methods for comparing individuals within groups, one method for comparisons between groups and two methods to check the validity of the instruments and techniques utilized.

The individual evaluation consists of a printout on each employee evaluated, which provides administrators and the employee with a detailed description of the job performance during the evaluation period. This analysis may include any of the following:

¶ The individual rating in each job performance category, each dimensional grouping of categories, and the overall rating. The dimensional analysis and the overall rating are priority rated.

¶ The individual percentage of standard score in each category, each dimension, and the overall percentage of standard, priority-rated, considering all categories. The standard can be set at a fixed level for each scale category or can be set to float at one standard deviation below the group mean for each category. When the standard floats for each category, it

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Software for police — all there on the shelf

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many, these programs share some characteristics. Information on each case is entered in a standard format. This allows the user to dig into the files or prepare summary reports for any one case, a subgroup, or the entire file. Furthermore, a case or cases may be identified by file numbers (e.g., suspect No. 2) or by particular characteristics (e.g., blue-eyed male.)

The simplest programs maintain unstructured document files, such as lists of probationers and addresses or rough notes from witness interviews. File building is greatly simplified, and inputting is relatively informal. Users can store, sort and retrieve any short document and can flag words for later searchers or sorts. However, since these files deal mainly with words rather than numbers, their summarizing abilities are limited.

Somewhat less simple but better adapted for numbers are the "spreadsheet programs" (see the next section for greater detail). They transform a jumble of numbers into useful tables and charts. However, such miracles are generally limited to records with relatively few, primarily quantitative entries.

At the next level of complexity and sophistication are the general-purpose data-base management programs such as DBase II and III or InfoStar. These programs will tackle almost any data base, but they delegate considerable file-building responsibility to the user who must carefully describe a standard file format, including the nature, size and location of each data element as well as the characteristics and peculiarities of future summary reports. To ease this burden, however, there are auxiliary programs available which require only a few instructions to produce customized file and report formats.

Another approach is to obtain, produce or commission a program specially designed for a department's particular applications. A specialized program minimizes file-building chores, maximizes speed and simplicity, and comes with the "bells and whistles" the profession requires. However, these programs tend to work in a set way, and are written in languages difficult or impossible to alter. An agency must carefully select such a program from the start.

Armed with one or more of these programs, a typical police agency could put its microcomputer to work on activities such as the following.

Personnel management is an obvious choice for a data-base program. Each employee would be included, along with such pertinent information as employment type (civilian, sworn peace officer, supervisory, line, probationary, permanent, etc.), salary, overtime, authorized absences. By maintaining such a data base, the department would be free to perform a variety of analyses at any time. For example, a supervisor could locate potential leave abuses or identify the need for increased staffing by looking at sick leave or overtime used by each unit or by individuals on a monthly or quarterly basis. Scheduling staff for training, tracking the end of probationary status, or remembering when to conduct personnel reviews are just some of the many management functions aided by a locally available data-base system.

Inventory control of equipment, vehicles, stolen property and evidence could also benefit from a microcomputer file system. There are commercial packages specially designed for inventory records or the department can create its own using a general program such as dBase II. This latter approach requires additional time for someone in the agency to become familiar with fairly complex software but it is by no means beyond the capabilities of the noncomputerist. The user quickly catches on and soon is able to see new ways in which the program can benefit the department.

Spreadsheet Programs

The spreadsheet is a simple but powerful tool designed mainly for files with relatively few cases, relatively few entries per case, and mostly quantitative information. Its major function is to create an electronic two-dimensional table in the memory of the computer. The rows generally correspond to individuals or groups (of people, cases, products, etc.) while the columns correspond to characteristics of each individual or group.

To fill an electronic table, users enter information in the columns, rows or specific points (e.g., Column 1, Row 2). They may then create new rows and columns based on the originals (e.g., add Columns 1 and 2, deposit results in Column 3.) At simple commands subsets of the main table appear on the screen and/or printer. The size of these tables is sometimes limited by the width of the screen and paper.

As with all software types, spreadsheets come in plain or fancy wrappers. The fancier programs offer quick and complete instructions for labeling the rows and tables, as well as sophisticated computational capabilities, graphics, and elementary word processing. Whether plain or fancy, the most important characteristic is compatibility with the rest of the department's programs. In this way the tables created by the spreadsheet can be integrated into a report prepared by the word processor, or even more importantly, can borrow data from files maintained by the data-base program.

Spreadsheets can be of particular value to police agencies in developing budgets, making projections for planning, and doing basic statistical analysis.

Statistical analysis can be done on the day-to-day operating data that are so vital to a police agency. The volume of calls for service can be analyzed very quickly and easily to answer such questions as: When are the calls being received? Where are they coming from? What types of calls for service are there? What is the average response time? What are the comparisons by shift, day, month and year? Such information is essential to deciding how to deploy patrols and allocate resources.

With a spreadsheet, a simple method of recording and tracking crimes (e.g., by Part One and Part Two) can be established that replaces the old "pin map" and is quicker and more practical for the medium and small police agency than one provided by a mainframe computer. When the shift commander needs the information "yesterday," a microcomputer and spreadsheet can respond quickly and economically, in as secure a manner as the department decides is necessary. The control is in the hands of the local agency, not the central authorities or the programmer who only handles special requests on Tuesdays.

The spreadsheet is a natural for budget development. A commer-

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Forum

Technology alters the essence of policing

Continued from Page 1

quiries not requiring the manual intervention of the dispatcher produce quick responses, enabling the officer to increase the use of the data bases available. The portable computer terminals now being tested in several agencies will add another dimension to the utility of these tools.

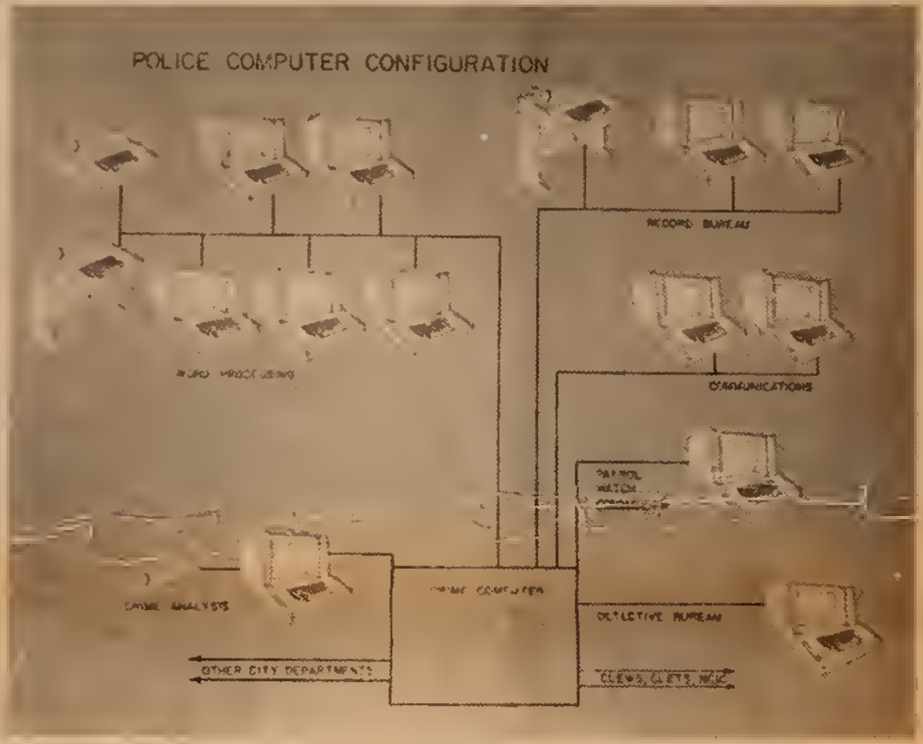
The investigator who has access to computer support has also become accustomed to new ways to work. On-line information systems with access to known offenders, field contact data, suspect descriptors, etc., will substantially cut down the time required for focusing investigative follow-up. Where these systems have been easily and readily available to the investigator, there is a definite shift in the pattern of how time is spent in follow-up, reducing the need to sort through card files or case files looking for leads. Computer-based systems for crime analysis permit tactical, real-time generation of investigative leads in ways that could never be done manually. Evidence abounds that the full use of such tools can impact the clearance rate.

Practices and procedures are most radically changed by technology in the support services function, which usually manages the systems involved. The massive amount of labor and space required to type, file, retrieve and reproduce paper has been reduced in many agencies with the use of computers and with computer-assisted image processing technology. It is now indeed possible to create the paperless police department and allow everyone to cut down on the time spent in creating and retrieving paper files. Even the report writing function benefits from technology in those agencies with automated report writing functions. The impact of using portable terminals for report writing is still largely unknown, but this particular approach could dramatically alter the way raw data is collected.

While on-line access to data bases and communications have notably changed the practices of patrol officers and investigators, the most significant impact of computer technology to date throughout law enforcement has been derived from the data captured by the computer. The capture of workload and incident data has enabled police managers to use information systems in support of strategic and tactical planning. More than merely regurgitating records, the systems that are oriented to management decision-making have permitted the development and trial of new ways of patrolling and new approaches to assigning cases for investigative follow-up. Some of the newer patrol intervention strategies, such as have been implemented in connection with the ICAP (Integrated Criminal Apprehension Program) work replicated in many cities, are a direct result of having captured and manipulated data with the aid of a computer. The development of case screening techniques to optimize the assignment of cases to investigators and to screen out the less productive cases was a result of research using data bases generated from actual records.

The research and evaluation behind the new concepts would not have been easy to accomplish without the data systems. The redesign of beat structures, the distribution of labor to areas and times, the selection of special emphasis techniques for problem areas all require a data capture and reporting mechanism to inform the decision-maker about the consequences of a policy. To the extent that the findings of the thousands of studies have been translated into useful guidelines for all agencies, then even those without their own computers have felt the impact of technology.

> ***'There is plenty of evidence that police practices and procedures, from patrol operations to management decision-making, have been dramatically affected by the availability of technology.'***



Computer applications employed by the Integrated Criminal Apprehension Program.

It is important to note that although advanced technology exists, there are still many agencies that are not benefiting from the tools available, just because of the costs involved. Because so many agencies have not yet seen the results of using much of the technology, it would be difficult to prove that the technology has changed the nature of policing in any universal way. Where there are the tools, however, there is plenty of evidence that police practices and procedures, from patrol operations to management decision-making, have been dramatically affected by the availability of the technology.

It is likely that the major impact of technology beyond the radio has yet to be felt in the majority of law enforcement agencies. The Wall Street Journal (November 12, 1984), reporting on the relatively slow introduction of computer technology into law enforcement as compared to the technological pace of private industry, cited several advanced applications of technology that support the investigative process, but also pointed out how hard it is to introduce new technology when working within the political and economic constraints of local government.

As low-cost computers and other technology become more accepted, their use will result in greater changes in the way police operate. It is too early to tell what the impact will be of voice input to computers, optical storage disks, industrial robots, car-mounted satellite antennas, high resolution digital transmission of fingerprints, notebook-sized computers and the many other technologies now on the market but not placed in police service. There can be little doubt, however, that law enforcement agencies will respond eventually to opportunities brought by these tools, and that additional changes in police practices will result.

What all of this technology is doing is responding to the admonition frequently made over the years, and particularly by a Presidential Crime Commission nearly 25 years ago, that the future of effective law enforcement is dependent on our ability to change it from a labor-intensive to a capital-intensive discipline. The time is long past when it makes sense to solve police problems simply by throwing more people in the breach.

(Paul K. Wormeli, formerly associated with the Law Enforcement Assistance Administration (LEAA), is president of Vision Technology Inc., a Reston, Va., firm specializing in software products for public safety, municipal government, industrial security and various commercial markets.)

Other Voices

A survey of editorial views on criminal justice from the nation's newspapers

Searching students

"The Supreme Court this week handed public-school officials a new tool in the struggle to rid schools of drugs and violent crime. It's a powerful tool, to be used with care. A majority of the Court determined that an assistant vice principal did not violate the rights of a New Jersey high school student when he searched her purse because he suspected she had been smoking in school. The search revealed not only cigarettes but also evidence suggesting that she had smoked and sold marijuana. Do public-school students have a constitutional right to privacy? Yes, said the justices, unanimously. But the case also raises a harder question: Under what circumstances is that right eclipsed by school officials' need to maintain an orderly educational environment? Here the Court split, 6 to 3. School officials, in the opinion of the majority, are state agents. While they can't indiscriminately invade students' privacy they must be allowed to act, and act promptly, to get rid of weapons, drugs and other disrupters of the learning process. Therefore, rather than having to secure court warrants or meet the criminal standard of "probable cause," they ought to be allowed to search if they have "reasonable grounds" to suspect misconduct. The dissenters worried that this standard was too nebulous. But Justice Byron White, who wrote the majority opinion, also indicated that the scope of the search must be "reasonable" and not "excessively intrusive in light of the age and sex of the student and the nature of the infraction." The burden will be on school administrators to bear those limits in mind. With students in many urban schools now able to violate rules against weapons and drugs with impunity, the new authority is welcome. The surest way to lose it will be to abuse it."

— *The New York Times*
January 18, 1985

Some young victims will have to testify

"The issue of sexual abuse of children has come out of the closet — and into the courtroom. Some parents and therapists say child victims should never be forced to testify in open court. They argue that reliving the incident will further traumatize the child. But the Constitution guarantees that the accused be allowed to confront his accuser. The potential for damage to both child witnesses and defendants is high. Testimony may traumatize children. But falsely convicted defendants would suffer too — in prison. While judges must use the utmost sensitivity to ease the trauma for child witnesses, they have to allow a thorough search for the truth. That means, in many cases, that children must testify in open court."

— *USA Today*
January 25, 1985

When the Green River Task Force was formed in January 1984, the serial killer on whom its investigation centered had been on the loose for at least three years, and had killed at least 13 victims in the Seattle area, most of them young female prostitutes. (Since then, the death toll attributed to the Green River Killer has risen to 28.) The Seattle Police Department decided to set up a full-time task force to give the investigation greater efficiency and better coordination.

When the 40 task force members came together for initial planning sessions, one of their first priorities was improving the organization of the mass of information collected in connection with the case. This being the late 20th century, their first thought was to get a computer, and task force investigative section commander Lieut. Dan Nolan was the man picked to find a system and bring it on line.

An 18-year veteran of the Seattle Police Department, Nolan rose through the ranks, working first as a patrol officer and subsequently in the detective division, sex crimes unit and homicide unit. He was transferred to the communications division of the department in 1982, and assisted in bringing up a new computer-aided dispatch system, where he "learned a little bit about computers."

"I'm not a computer guru at all," Nolan says. "I'm not a nuts-and-bolts computer kind of guy. I understand information flow and how information needs to move from one area to another, and I know how to deal with vendors."

After securing a grant from the state Legislature, Nolan began touring the country, looking at existing computer systems and evaluating each system for user-friendliness, a flexible data-entry format, the ability to manage an enormous quantity of information, and ease of retrieval of information.

The system that was finally chosen, "J-Space Technology," was custom-designed for the task force by Information Access Systems of Boulder, Colo. It runs on a sophisticated mini-computer, with eight terminals for the detectives to store and retrieve information.

When this interview was conducted, in December 1984, the system was just being brought on line, with volunteers preparing to start entry of the thousands of pieces of information generated by the investigation. Lieut. Nolan had no doubt that the system would be immediately useful to the detectives once the data entry was completed.

"There will be a dromatic change in the investigator's ability to quickly retrieve information that he had to spend hours and hours, maybe days, on before," he said. "It will also allow us to do a very quick case analysis of the whole investigation. . .to provide us with recognition of commonalities that might be escaping us now."

Are computers essential for such investigations? Nolan has mixed opinions on that question. They certainly make a detective's life easier, he says, but in the end there is no substitute for human intuition. "Even though the computer is. . .a tremendous tool, it still takes a great deal of footwork and dogged determination and good police skills and investigative skills," he says. Catching an elusive killer "is luck and chance, and perhaps that's what's going to solve the case for us, even with our computer."

'When the task force came together, we probably had 35 binders, three-inch wide ones, full of handwritten case information, [plus] a tremendous number of index cards.'

Lieut. Dan Nolan

Turning a computer loose on the trail of Washington's 'Green River Killer'

Law Enforcement News interview
by Jennifer Browdy

LEN: When did it become apparent that you were dealing with a serial killer?

NOLAN: The task force was formed in January of 1984. Prior to that the Seattle Police Department had as many as 10 detectives and sometimes as few as three detectives working on the case, because until the end of August, 1982, no one realized we had a serial killer going. Before the task force was formed the case was worked out of our major crimes unit as a group of related homicides. We suspected that we might have had a serial killer on our hands, or it could have a pimp war — at that time we didn't really know.

LEN: So when was it firmly established that it was a serial killer that you were dealing with?

NOLAN: Late August or September of 1982 we believed we had a serial killer. We were clued in by the victimology — the fact that many of the women were being killed in the same manner — and the fact that common dumping grounds were being used for all of them.

LEN: Does your serial killer fit the typical description of serial killer behavior?

NOLAN: You get into some very academic questions when you talk about typifiying serial killers. Ours is interesting from the standpoint that his victims have all been women. Most of them, to our best knowledge, have some association with prostitution, or are on the fringe of prostitution or street life. He's using a common burial area, which is unlike a lot of other serial killers. The first five bodies discovered, which were found over a three-week period, were found in the Green River or on the banks of the Green River. No bodies have been found in the Green River since that time — we've got 28 victims identified now — but the investigation has been tagged as the Green River investigation as a result of those first five body finds.

LEN: Where is the funding for the task force's operation coming from?

NOLAN: The funding for the task force salaries and equipment, outside the computer, comes from the county government and budget. The only thing that's outside that right now is the computer, which is being funded by a grant from the state of Washington.

LEN: Was a computer in some form involved in the investigation from the very beginning?

NOLAN: No, not from the very beginning. Computer help was discussed early on in the investigation, back in 1982, but at that time neither the manpower nor the funding existed to bring a computer on line. We were using a typical homicide investigation file system was set up, with evidence files, investigative chase files, autopsy files, and so on.

LEN: What did the need for a computer become obvious?

NOLAN: One of the first realizations of the need for a computer came during the planning sessions held when the task force came together. There was a discussion of the need to manage this tremendous volume of information. When the task force came together, we had 13 victims, and even then, as a result of the intensive investigations that went into their backgrounds, trying to identify them, we probably had 35 three-ring binders, three-inch wide ones, full of handwritten case information: reports from medical examiners, tip information, and so on. We also had a tremendous number of index cards set up to identify persons, suspects, vehicles and

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'We wanted systems that were especially user-friendly. We have 33 detectives here, most of whom are not trained in computer use.'

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places. It was very apparent to us that the information was becoming unwieldy. It was taking hours for one investigator to pore over a group of those documents to try to develop an investigative lead or see the commonality in one case to another.

LEN: So how did you go about getting the funding for a computer system?

NOLAN: We approached the state Legislature in February, 1984 and discussed with them the need for some assistance in funding a text management concept computer that could help us organize our information. They agreed that there was a need and they provided us with $200,000 to find a system.

LEN: Was that enough money?

NOLAN: We were able to buy all the hardware and the software we wanted for the amount of money specified. I would like to have another $25,000 to $50,000 as a buffer for added mechanical devices — disks or updates to some of the software as we go down the road. It would be nice to have a little extra money.

LEN: What were you looking for when you went shopping for the software?

NOLAN: Number one, we wanted to be sure that in our system evaluations we chose systems that were especially user-friendly. We have 33 detactives here, most of whom are not trained in computer use, and we didn't want to spend a lot of time having to train them and then run the risk of having them become frustrated — if they got a 'you failed' answer, or 'it doesn't work that way' answer, it was felt they might be very turned-off and would go back to the traditional system of hand-searching files.

We looked at six operative systems, five in this country and one in England. We needed a system that allowed us to do both unformatted and formatted data entry. Formatted entry would be a fill-in-the-blanks kind of thing, where you have a certain amount of textual information you're allowed to enter as a result of the way the software defines space. Unformatted entry is when you call up a screen that's practically blank and you can type anything you want in any manner you want.

LEN: What were the six systems you looked at, and where were they located?

NOLAN: One was the STAIRS system, running in Atlanta; another was called ALEXIS, which was developed for the Los Angeles Police Department to help them with anti-terrorist efforts at the Summer Olympic Games. We looked at software called MICA, Major Investigation Case Analysis, developed by a firm in Great Britain called Isis Corporation. That one is running in Europe, especially Great Britain, in a lot of police departments there. We looked at the Xerox STAR system, which is a very useful graphics system, but did not provide us with the text management capabilities that the system we ultimately came up with did. We looked at a system running in private industry in San Francisco, called Informatics, and we looked at the system we eventually chose, called J-Space Technology, designed by Information Access Systems in Boulder, Colo. J-Space Technology met our requirements for for user-friendliness, the ability to manage a great volume of text on-line, and the ability for officers to retrieve that information easily.

LEN: Was it custom-designed?

NOLAN: Yes, they custom-designed it for our operation. It has all the user-friendly qualities we were looking for. It provides us with a plain English inquiry: the detectives can just sit down and say "Show me documents where a green Ford pick-up is mentioned in the data base," or "Show me in the data base where the name John Doe appears." You can get much more specific than that by saying, "Show me where the name John Doe appears between the dates of January 1 and January 15 on Pacific Highway South." Or you can ask very general questions — obviously the more general the question the more hits you're going to get.

The software is based on expert analysis of words that are common throughout the whole data base. Staff from Information Access Systems came here and reviewed our whole document base, and came up with 47 key words that had a special relevance to our investigation. As a result of that, 8,000 other words that had an association with those 47 key words were developed.

The IAS folks went back to Boulder and put together a scoring system. After about two weeks they sent back three booklets for each one of those 47 key words. Within each booklet were upwards of three to four hundred terms that had some relevancy to that key word. So if the key word was prostitute, there may have been 300 or more other words that have some relation to prostitute — it could be pimp, or car, or ride, or venereal disease, or blow job, or killing, or strangulation — any word that had any association with prostitute, or could have any association with prostitute, was listed in these booklets, which looked much like college bluebooks.

All the detectives in the task force were involved in a rating process, where they got these booklets and on a scale of one to ten rated the relevancy of each word as it was listed to the key word of that particular booklet. It took a lot of time.

So if we use the word prostitute as an example of a key word, if we say 'pimp' that's very relevant. If we say 'blow job' that's very relevant. If we say 'boat,' or 'soccer ball,' that's very irrelevant in terms of our investigation. So the detectives then, off the top of their heads, and as quickly as they could, without going into too many mental machinations, would rate that word. Three people rated each key word. So we had an averaging of three people's input into how relevant each one of these 300 or so words was to the particular key word.

We did that 47 times, and as result of that, the expert judgment that actually drives J-Space Technology is the expert judgment of the investigators, who really are the experts in the case. They work with it on a daily basis, and their input becomes the total vocabulary of 8,000-plus words in the system that are most relevant to our investigation. We can, on a limited basis, add words to that data base, but to do it we have to go back and go through that process again. A lot of time was spent on the front end, developing those words and we feel that we did our homework and did a good job, and the software people feel that way too. We may add words, we may delete words, but I think that we've really nailed it down pretty well.

One of two sets of skeletal remains is removed from a wooded area near the Seattle-Tacoma International Airport in March 1984, the 16th victim of the Green River Killer.

Wide World Photo

LEN: What was the lag time between clearing the funding and actually installing the system?

NOLAN: We asked for the funding in February, and the computer actually came in the building in November. The funding granted by the state had to go into the county budgeting process. During all that time, from February to the end of May, we were involved in the evaluation process, going to those different cities that I mentioned and looking at their systems. The money was ready to spend in July of 1984, and we selected Digital Equipment Corporation as the hardware vendor.

LEN: Physically, what does the system look like?

NOLAN: This is a big system, it's something you can't put in your house. The cabinet of the CPU, the Central Processing Unit, is about three and a half feet tall by about two and a half feet wide by about two and a half feet deep. It has two 465 megabyte disk drives, a highspeed printer, a highspeed tape drive, and we run eight video terminals off of it. It's a DEC VAX 11/750, quite a powerful mini computer.

LEN: How has implementation been going?

NOLAN: We're in the process now of loading the customized software, and that's going along very well. The data entry people are all volunteer staff, because we did not have enough hired staff to do the job in a timely manner. We expected it could take us until June to enter all the information. So we went out into the community and asked for volunteer support to help us through this period, and we got a tremendous response: lots of people with data entry experience, people who have good typing skills have volunteered. They have all been put through a police background check, like one of our officers would be, which was a very long involved process that took a lot of organization.

LEN: So the system is not really functioning as of this time?

NOLAN: No. We'll start loading data before Christmas, and it will become more useful over time. Obviously the more data we have entered the broader range of things we can search on. But we'll begin to gain some benefit probably after the first month of data entry. We'll be

Nolan: 'It still takes determination and skill'

able to access information that they've had to band-search in the past.

LEN: Can you give me a projection of how it will work? Say a new body turns up, how will you use the computer?

NOLAN: We'll input every bit of information that's generated, whether it be suspect tipsheet, investigation file, autopsy report, evidence reports or whatever. The computer will provide quick access to thousands and thousands of pieces of disparate information, information that in a case this big no one investigator can have in his head at one time. Investigator A who is working on cases 1, 2, and 3 cannot know all the information in cases 14, 15, and 16. It isn't possible for him to deal with all that, but he needs to know it for his investigation. He'll be able to go quickly to the system and ask questions of the system that will return him that information almost instantaneously.

LEN: Do you think there will be a dramatic difference in the progress of the case after the computer system is fully operational?

NOLAN: I think there will be a dramatic change in the investigator's ability to quickly retrieve information that he had to spend hours and hours, maybe days, on before. So it will free up his time from a resource standpoint. It should also allow us to do a very quick case analysis of the whole investigation, across the whole spectrum of information, to provide us with recognition of commonalities that might be escaping us right now. None of us are projecting that this is going be a panacea, that it will be the cure-all to the investigation, but it will certainly be a tremendous aid, and it may well help turn up the might-be suspect. Whether it will do that quickly, or at all, we don't know, but it will certainly be a tremendous tool for us to do analysis on the investigation.

LEN: I wanted to ask you a little about VI-CAP. How does your system compare to the VI-CAP computer system?

NOLAN: It doesn't really compare. Ours is a stand-alone system, it doesn't talk to any other system in the country. Also, ours is set up more to deal with text management, managing the whole amount of text that will be generated as a result of this investigation. That's the primary difference. Information management is the key to an investigation like this, because there's so much of it. It's not like a double slaying somewhere, where you're dealing with just two victims and you can manage the information fairly well through traditional means: notebooks, card files, etcetera.

We're not hooked up to VI-CAP. Our system doesn't answer VI-CAP's need in terms of how central state control agencies would get input on killings from local law enforcement jurisdictions, although we certainly could develop information out of this system that we would give to VI-CAP in terms of the victimology, geographics, and demographics of our crime.

LEN: Do you think VI-CAP will help your investigation once it's operational?

NOLAN: I think it will help dramatically once it gets going. If it comes together as it should, then we'll have a national system that will allow law enforcement throughout the country to identify likes MO's and like victimologies and that should be a tremendous help.

LEN: So if it had been around when you were starting, you might be in a better position now?

NOLAN: We would be in the sense that if other killings were discovered that were similar in terms of MO and victimology and geography and demographics and those kinds of things, we could exchange information and that would be very helpful. In terms of suspect identification, with our case I don't know that VI-CAP would be helpful, because we don't have a specific suspect in custody right now.

LEN: And you have no idea whether your killer is even in the Seattle area now?

NOLAN: No, we don't, and that's where VI-CAP would be useful. If the same kinds of killings started to occur up and down the West Coast or on the East Coast or wherever, as a result of VI-CAP that information would be available to law enforcement that much more quickly.

LEN: Can you give me some idea of how a case like yours would have been handled 25 years ago, when there was virtually no computer technology available?

NOLAN: It hasn't changed that much. Even with our computer, there's a very strong possibility that a law enforcement officer in a patrol car is going to pull the killer over and find him with a victim. It's luck and chance, and perhaps that's what's going to solve the case for us, even with our computer. Even though the computer is going to be a tremendous tool, it still takes a great deal of footwork and dogged determination and good police skills and investigative skills, interrogation techniques, interview skills. You have to realize that we're dealing with a victim population who, by the nature of their work, don't get too involved with the police. They stay away from us, and often they're not very open with providing information to us. They're afraid to talk to us as a result of threats by their pimps, or whatever. So that makes it very difficult.

'The computer will provide quick access to thousands of pieces of information that no investigator can have in his head at one time.'

King County Police Capt. Frank Adamson (with star) and other members of the Green River Task Force talk things over after finding three bodies five miles south of the Seattle-Tacoma International Airport in April 1984. Wide World Photo

LEN: Do you think that 25, 50 years ago the cases would not have been identified as the work of a single killer?

NOLAN: I think someone would have put it together. They may not have called it a serial killer, but they would have said "Somebody around here is killing women and a lot of them are prostitutes, there are a lot of commonalities here. I think they would have identified that fairly quickly.

LEN: Along the same lines, what about ten years from now, when VI-CAP is going strong — do you think there will be a marked improvement in law enforcement's ability to track down serial killers?

NOLAN: I think that as we progress with all kinds of technologies, they're bound to be useful to the police department for a lot of different things, and I would guess that given the way technology is today that there may someday be some fantastic tool out there that would help us solve cases a lot faster. We're dealing with a very clever killer, who preys on a population of victims who again, by the nature of their work and their lifestyle are very difficult to track at best, and they're a willing group of victims. They're not bank clerks and nurses and waitresses and school teachers, they're prostitutes, and by the nature of their work they get in cars with johns and tricks and off they go. So they're a very easy prey for a killer of this mentality.

LEN: Do you think there are more serial killers around lately, or is it just that we're hearing more about them?

NOLAN: I think that the way our lives have changed, the way we live and the stresses that we deal with, we seem to be going towards a more and more violent world. I think there are probably more serial killers now than there were ten years ago. I don't know why. I think it has to do with the way the world has changed in the last ten or fifteen years.

LEN: Do you feel confident that the Green River killer is going to be caught eventually?

NOLAN: We feel that he will be, yes. We'll catch him, or somebody will catch him. Somehow or other, we will find a person that is linked to this investigation. It may be in Portland, Ore., or it could be in Portland, Me., but as a result of information exchange and the kinds of things that VI-CAP expects to do, and that we're trying to do on a daily basis — we get teletypes, we get reports from around the country now — we'll be able to put together the commonalities that occur in the various cities that these people are working.

LEN: When the case is solved, what will happen to your computer system?

NOLAN: One of the caveats in the state grant was that once this investigation is solved and we're able to do with the system all the things we need to do in terms of prosecution, that it be made available to other Washington state law enforcement agencies for like investigations. We don't know yet how that would take place operationally or organizationally, whether we would maintain the computer here, or whether we would actually ship it to someone else. It seems far in the future right now.

CAPE puts personnel appraisals on line

Continued from Page 7

will reflect the actual performance of the group rated so that if ratings tend to move up the standards will also move up in proportion, a self-correcting mechanism for either rater inflation or rater deflation.

¶ The areas in which the individual significantly exceeded job expectations and the areas in which the individual was significantly below job expectations, both priority listed from high to low.

¶ The individual historical ratings for the previous six evaluation periods calculated as a percentage of standard score for dimensional ratings and the overall rating.

¶ The individual's group comparison, which gives the high and low group scores as well as the position of the person in the group for each category, each dimension and overall.

CAPE also provides detailed group comparisons that will prove useful for departmental decision-making.

The program will give a summary of comparative group scores that lists all individuals in a job classification, their overall priority weighted percentage of standard score, their overall priority-weighted percentage of the highest possible score in all categories rated, and the number of people scoring higher, the same, and lower.

An analysis of the high and low performers can be obtained by having the CAPE program list all individuals scoring one standard deviation above and below the group mean, by category, dimension, and overall.

The system will also give a rank-order comparison of any combination of individuals for any combination of categories. For example, a user can get a listing of the top ten people in those areas needed for a specific assignment, training, promotional review, etc.

The system does not stop there, however. CAPE also makes possible intergroup comparisons between different groups of employees on any performance criteria. For example, a user can compare two different shifts on selected productivity indicators, different regions on the same indicators, and so on.

The program was designed to monitor the evaluation process and provide information to prevent potential future problems. One of these checks is the on-going analysis of the performance-evaluation criteria.

The program keeps a continuous record of the evaluations on each criterion and indicates categories with significant positive or negative skew. This provides another self-correcting mechanism for indicating potential problems with the performance criteria so that revisions and corrections can be made. Finally, the program provides a listing of the data base to allow for easy corrections of inaccurate or false information.

CAPE is presently being used by the Utah Department of Public Safety, the West Valley, Utah, Police Department, and the Salt Lake City Attorney's Office.

It was first installed in the Salt Lake Attorney's Office five years ago, on a mainframe system, and was recently converted to use on a personal computer.

The cost of the system depends on the size of the department and the degree of customizing neccessary. For more information, contact Gerald W. Smith at the University of Utah, (801) 581-8132.

Gerald W. Smith and Marlene W. Lehtinen are associate professors of sociology at the University of Utah in Salt Lake City. They jointly designed the CAPE software.

Getting a peek at drug users' brain waves

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giving a flat blood level, according to Dr. Westerman.

"The more severe the printout, the faster the frequency and the more acute the angles we are shown, the less the driver is able to function," he said.

Dr. Westerman said he developed the machine by accident four years ago while monitoring the eye movements of patients on a machine called the electronystagmograph. The machine gave varied readings of brain waves affected by the use of drugs.

"By modifying our techniques, we discovered we could identify the drug, whether it was marijuana, amphetamines or barbiturates," he said.

The machine had been tested in hospitals, where specific drugs were prescribed as treatment. It gives a different kind of line for each kind of drug.

Selig Solomon, president of Pharmometrics, the manufacturer, said the value of the device is "the time element. We can tell immediately when a person is impaired, because we don't have to wait for a drug to show up in the blood stream or in the urine," he said.

The six towns with police departments participating in testing the device are Shrewsbury, Eatontown, Little Silver, Oceanport, Red Bank and Tinton.

Police-oriented software from off the shelf

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cial package like Lotus 1-2-3 has the capacity to do sophisticated financial modeling and is a standard in many business settings. The program requires some learning, but it is not very difficult and its advantages are substantial.

Roster management is another function easily done with a spreadsheet. Easily accommodated are changes in scheduling, canvassing by seniority, adjusting posts and patrol areas and so on. Those tasks that take considerable time and effort when done manually are greatly speeded by computer sorting and analysis.

Decision Analysis Programs

The vast number of decision-analysis programs share the ability first to organize what is known (the data supplied by the agency) and then to provide an educated guess on an unknown (related somehow to the data). The program constructs a manipulatable model of your situation, allowing you to change (on paper) one or more elements and note the hypothetical outcome.

For example, what would happen if the department eliminated overtime, added part-time staff and stepped up enforcement of parking laws? Given facts or assumptions about past procedures, what could the department expect? If these steps were actually attempted, the ensuing chaos might be overwhelming. A faster, safer way of imagining the effect would be enlist the help of a creative, well-informed computer program.

A scheduling model uses time estimates to help schedule current and future projects. For example, your training grant entails presentations by four organizations, as well as weeks of presentations by your own staff. Can you construct a schedule that gets everybody trained by the end of the grant?

An inventory model helps determine the optimum time and amount for ordering products. For instance, is it worth ordering extra supplies now with a quantity discount, while prices are low, even though the department will have to rent space in a warehouse to store the supplies? Further, how much can be spent on the warehouse and still save the department money?

For more sophisticated analyses using complicated statistical procedures and mountains of information, it may be necessary to rely on the central mainframe system. However, the agency may be able to minimize the inconvenience by doing much of its own analysis on a properly equipped microcomputer that links with the mainframe by means of telephone or cable lines.

General Purpose Programs

If the agency cannot apply a general-purpose commercial program to meet its needs, it is possible to buy or commission a specialty program from a professional programmer. Alternatively, someone in the agency can become familiar, with a general purpose program and produce the specialty software in-house.

Increasingly, police departments are finding computer expertise among their newly trained recruits or force veterans who have acquired an interest on their own time. By encouraging these budding computerists, an agency can develop its own in-house programmers.

STRATEGIES FOR
SOFTWARE SELECTION

Since there are literally thousands of software packages available for hundreds of purposes, selecting the packages that a law enforcement agency needs for its library will require an overall strategy. An effective approach exposes the prospective buyers to the greatest amount of information, and structures decisions so that they consider only those programs that are compatible with the agency's computer and with other software that has already been selected.

There are three major strategies in selecting a library of software for a microcomputer. The first is to buy into a software "family." One program producer can supply an agency's software needs with an integrated series. The "siblings" in such families as the "stars" (Wordstar for word processing, Infostar for data management, etc.) or the "perfects" (Perfectwriter, Perfectspeller, etc.) will be reasonably compatible and standardized (although not necessarily cheap). These families are unlikely to offer the complete range of programs necessary for particular professions, but the producers of specialty programs may tailor their special program to fit in with the major families.

The second strategy is to purchase one large integrated program package. Symphony and Framework are programs that are trying to move in this direction, providing a combination of records management, data analysis, graphics, telecommunications, and elementary word processing in one package. This trend will continue, as single programs are crammed with a host of functions. The range of computer operations desirable for most agencies may be obtainable economically in one package.

The third scheme is to look for a computer-and-software package deal. Like the auto dealer who throws in rustproofing "for free," many computer retailers include thousands of dollars worth of software with the purchase of their machines. Buy their box and you may get an entire software family as well as training programs, manuals, and other support. With luck, the distributors will have done all the selection chores by picking programs that are compatible, standardized and tailored to the agency's particular computer. Of course, this strategy makes little sense if the department already has a software library or if the programs offered are unattractive.

Once the main library is assembled, a department may find it can share public domain software (i.e., non-copyrighted software, or programs written internally) with other law enforcement agencies and computer users. There are thousands of informal computer groups whose members devise their own programs, usually for very specific purposes, and share them without fees.

"Within the next five to ten years, microcomputers will become as standard and indispensible to law enforcement as the automobile, radio, or national and state criminal record systems. As the second computer revolution spreads, powerful, scaled-down computers will make their way into law enforcement agencies, bringing computer power out of the computer center and onto the desks of line officers, detectives, budget managers, and department chiefs.

Warren Benton is Professor of Public Administration at the John Jay College of Criminal Justice. A former Director of the Oklahoma Department of Corrections, he is the author of "Execucomp: Maximum Management with the New Computers" (Wiley, 1983).

Don Stoughton is a criminal justice management consultant based in Manlius, N.Y. He is a former New York state trooper, and a Chief Criminal Deputy Sheriff for Onandaga County (Syracuse), New York.

Judith Silberstein is the co-author (with Warren Benton) of "Bringing High-Tech Home: How to Set Up a Computer-Based Office in Your Home" (Wiley, 1985).

The latest in hi-tech for law enforcement

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keys into the nervous system but does not cause fatal or permanent injuries. The pulse cannot be transferred through the offender back to the officer. Cost is $69.95 plus $2 handling and shipping. For more information contact Hi-Calibre Products Inc., 666 Dundee Road, Suite 1607, Northbrook, Ill., 60062; tel. (312) 498-5680.

ENHANCED POSSE SOFTWARE. Vision Technology Inc. has developed a new law enforcement records management system called POSSE VT, which offers all the functions of the POSSE software, plus a range of new features. The system offers system-wide highspeed inquiry by names, vehicles, location and other key data. It provides an advanced command line interpreter function which anticipates user responses to minimize keystroking, and eliminates the need for multi-level menus to move from function to function. All files are linked to and from the primary data to ensure that redundant data will not be entered and that contradictory entries are impossible. POSSE VT runs on hardware from personal computers to supermini and mainframe computers. The system is delivered with an extensive initialization package to customize the software to individual agency needs. For more information, contact Paul K. Wormeli, President, Vision Technology Inc., 1760 Reston Avenue, Suite 415, Reston, Va., 22090; tel. (703) 689-0001.

MICROCOMPUTER MOBILE RADIOS. Standard Communications has introduced its FM900 series of mobile radios, consisting of five models: two trunk mounts, two dash mounts and a fully duplexed radiotelephone. A large capacity microcomputer controls all functions and enables options to be software-controlled. Programming of a single loop synthesizer with an eraseable read-only memory chip enables selection of up to 120 channels, on either VHF or UHF. Transceiver design features thick film hybrid modules and large scale integrated circuits, as well as a choice of wide or narrow band RF stages. Software options include a time-out timer in 1-, 3-, 5- or 10-minute delays; transmitter power adjustor; scan options such as open channel scan, busy channel scan or priority channel scan; and selective call options. For more information contact Standard Communications, Box 92151, Los Angeles, Calif., 90009-2151; tel. (800) 421-2916.

MOBILE DIGITAL COMMUNICATIONS SYSTEM. Mobile Data International's new Mobile Digital Terminal is a microprocessor-based, intelligent block mode mobile terminal that can display up to 60 lines of free-format text messages, up to 16 different fill-in-the-blanks forms and several different message types and message priorities. It can display maps and diagrams which are downloaded from the host computer's data base, and the officer in the field can gain instant direct access to crime data banks for such things as vehicle or person checks. More than 300 mobile units can be accommodated on a single radio channel. For more information, contact Ken L. Rice, Mobile Data International Inc., 10991 Shellbridge Way, Richmond, B.C., Canada, V6X 3C6; tel. (604) 278-3556.

The new MD1 mobile terminal

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The Literature of Police Corruption, Vol. II: A Selected, Annotated Bibliography. By Nina Ducbaine. 198 pp. (bb). The result of three years of research, this work describes more than 650 international publications on police and political corruption. Abstracts are arranged by topic, and topics are organized into seven general categories. Includes author/title/name index.	$12.50	$6.25	____	____

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Jobs

Chairperson, Department of Criminal Justice Sciences. Illinois State University is seeking applications for the position of chairperson of its 13-member Department of Criminal Justice Sciences. The position includes a 12-month tenure-track appointment. Rank and salary are commensurate with qualifications and experience.

Candidates must be able to relate to a strong multidisciplinary faculty with diverse research and teaching interests. The department has approximately 400 undergraduate and graduate majors, excellent research facilities and an outstanding internship program.

Interested candidates should send a letter of application, and a current vita, five letters of reference and a copy of most current transcript. Materials must be received by March 15. Position available August 1.

Send application materials to: Dr. Reginald Henry, Secretary, Criminal Justice Sciences Chairperson Search Committee, Turner Hall 145, Illinois State University, Normal, IL 61761.

Deputy Sheriff (Patrol Division). The Sarasota County, Fla., Sheriff's Department is seeking new deputies.

Applicants without police experience must have an associate's degree or the equivalent; with experience, 30 semester hours are required. In addition, applicants must have vision of 20/100 uncorrected, correctable to 20/20; age limit 32, or 35 with acceptable experience. Screening process includes sucessful completion of written exam, strength and endurance test, polygraph and oral board.

Annual salary range is from $14,592 to $20,478, plus educational incentive monies, depending on experience. Estimated time to maximum salary three to twelve months, depending on experience. Benefits include paid vacation, sick leave, group medical and dental insurance, life insurance, Florida State Retirement System and permanent shifts.

To apply, send resume or contact: Personnel Intake, Sarasota County Sheriff's Department, P.O. Box 4115, Sarasota, FL 33578. Telephone: (813) 366-9360.

Faculty Position, Criminal Justice/Public Administration. The University of Wisconsin at Oshkosh is seeking to fill a tenure-track position in its criminal justice program.

Applicants should have a Ph.D. or comparable level of experience in a criminal justice-related field. A background in criminal justice program administration and teaching experience are desirable. Preference will be given to persons with competence in several of the following areas: criminal justice administration; legal aspects of criminal justice; corrections, and related courses in criminal justice or public administration.

Rank is open depending on qualifications. Salary is competitive. To apply, send letter of application, vita, transcripts and three letters of recommendation to: Dr. Willard E. Smith, Department of Political Science, University of Wisconsin at Oshkosh, Oshkosh, WI 54901.

Assistant Professor. Stephen F. Austin State University is seeking qualified applicants for a tenure-track position in the school's criminal justice program.

Duties will include teaching four courses per semester in the law enforcement and private security curriculums. Applicants must have a Ph.D. or equivalent degree for appointment at the assistant professor level. (ABD's will considered for appointment at the rank of instructor. First preference will be given to those applicants who have law enforcement and/or security agency experience. Preference will also be given to those who have demonstrated a commitment to higher education (full-time college teaching experience, research, etc.)

Salary is competitive, with excellent benefits. The position starts September 1, 1985. All applications received by February 18, 1985, will be assured of consideration.

To apply, send letter of application, current vita, all college and university transcripts and three letters of recommendation to: Chairman, Criminal Justice Search Committee, Criminal Justice Program, Stephen F. Austin State University, P.O. Box 6178, SFA Station, Nacogdoches, TX 75962-6178.

Director, Greater St. Louis Police Academy. Qualified applicants are being sought for the position of director of the Greate St. Louis Police Academy.

The academy provides basic recruit training, annual firearms training and specialized training for law enforcement personnel in the St. Louis area. The academy has a full-time staff of 14, including the director, and a part-time staff of approximately 100. The director is a contract employee, appointed by the St. Louis City and County Boards of Police Commissioners upon recommendation of the academy's board of managers.

The duties of the director will include: carrying out an annual training needs assessment of agencies participating in the academy; researching, designing and implementing the curriculums; coordinating and schedule a wide variety of courses; supervising full- and part-time staff, including negotiating contracts for contract instructors; providing, overseeing and evaluating training; developing and managing a $750,000 budget; acting as liaison with local and state agencies, and supervising and maintaining the standards of admission and conduct for recruits attending the academy.

Applicants should have the following qualifications: a minimum of a master's degree (Ph.D. preferred) in education or a related field; a minimum of two years experience in administering law enforcement of related educational programs; at least four years supervisory or management experience; thorough knowledge of educational and administrative principles and methods; knowledge of law enforcement operations and training needs, and an exemplary record of performance and conduct.

Salary is between $40,000 and $46,000 per year, plus fringe benefits. A car is provided for the director.

Applicants meeting the qualifications should request an application form and submit the completed application with a resume. Applications may be obtained from, and sent to: Director, Academy, P.O. Box 381, St. Louis, MO 63103. All applications must be submitted and postmarked no later than March 15.

Associate Dean. The College of Urban and Public Affairs at the University of Louisville invites nominations and applications for the position of Associate Dean.

The associate dean will assist the dean in providing educational and administrative leadership for the college, in the development of goals and plans, in the coordination and integration of activities and in the subsequent assessment and evaluation of all college and school programs.

Applicants must have an earned doctorate relating to the field of urban and public affairs; experience in higher education administration with demonstrated competence in planning and budgeting, and personnel and program management; and a demonstrated ability to communicate well, both orally and in writing. This is a tenure-track faculty position. Rank and salary will be commensurate with experience and scholarly achievements.

Applications, including a current vita and three letters of recommendation, should be forwarded by March 1, 1985, to: Dr. Richard Stevens, Chairman, Search Committee for Associate Dean, College of Urban and Public Affairs, University of Louisville, Louisville, KY 40292. An affirmative action/equal opportunity employer.

CHIEF OF POLICE

The Town of New Milford, Conn., is beginning a search for a new Chief of Police for its 30-member department. It seeks an experienced professional with strong administrative leadership ability. Prompt replies may be directed to Search Committee, P.O. Box 1349, New Milford, Conn., 06776.

Position Open
Executive Director,
Commission on Accreditation
for Law Enforcement Agencies, Inc.

The Commission on Accreditation for Law Enforcement Agencies, Inc., located in Fairfax, Virginia, is seeking an Executive Director to be responsible for:

- Supporting the Commission's policy-making role;
- Implementing policy decisions;
- Acting as Commission spokesperson;
- Directing staff activities, and
- Coordinating the development of resources.

Applicants are asked to address their ability to fulfill each of the following qualifications by number and in the order presented:

1. Baccalaureate Degree from an accredited college or university.
2. Minimum of ten years law enforcement experience in senior management position(s). Experience operating a state or local law enforcement agency preferred.
3. Extensive knowledge of law enforcement policy and operations in the United States; recognized within the criminal justice community.
4. Knowledge of an commitment to the concept of law enforcement accreditation as developed and conducted by the Commission.
5. Highly skilled in written and oral communication; experienced in public speaking with special emphasis on law enforcement and local government audiences.
6. Ability to travel extensively.

Salary to be negotiated. The Commission is an equal opportunity employer.

Applications must be postmarked by March 8, 1985.
Send applications to:

Mrs. Joan M. Hensler, Vice Chairperson,
Commission on Accreditation for Law Enforcement Agencies Inc.
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Upcoming Events

MARCH

17-22. Eighth International Homicide Investigation Seminar. Sponsored by Hocking Technical College and the Southeastern Ohio Regional Crime Laboratory. To be held in Columbus, Ohio.

18. Private Security from the Outside In. Presented by Webb Consultants Inc. To be held at the Fraternal Order of Police Lodge, Philadelphia, Pa. Fee: $100.

18-19. Internal Affairs Investigation. Presented by the University of Delaware, Division of Continuing Education. Fee: $250.

18-20. Microcomputers in Criminal Justice. Presented by the National Police Institute. To be held in Warrensburg, Mo. Fee: $225.

18-22. Prevention of Family Violence. Sponsored by the National Crime Prevention Institute. Fee: $325.

18-22. Investigative and Forensic Hypnosis. Presented by the Criminal Justice Center Police Academy, Sam Houston State University. Fee: $475 (public), $495 (private).

18-22. Advanced Strategic Reaction Team Training. Presented by the Institute of Public Service, Brenau Professional College. To be held in Gainesville, Ga.

18-22. Computer Technology in Law Enforcement II. Presented by the Traffic Institute. Fee: $330.

18-22. Investigators' Usage of the Personal Computer. Presented by the University of Delaware, Division of Continuing Education. Fee: $695.

18-23. Police Motorcycle Rider Course. Presented by the Institute of Police Traffic Management. Fee: $575.

18-29. Police Motorcycle Instructor Course. Presented by the Institute of Police Traffic Management. Fee: $1,000.

18-29. Contemporary Criminal Investigations. Presented by the Broward County Criminal Justice Institute, in conjunction with the Southern Police Institute. Fee: $350.

18-29. Managing Small and Medium-Sized Police Departments. Presented by the Traffic Institute. Fee: $550.

18-29. Traffic Accident Reconstruction. Presented by the Institute of Police Traffic Management. Fee: $550.

18-April 5. Command Training Program. Sponsored by the New England Institute of Law Enforcement Management. To be held in Wellesley, Mass.

20-22. Introduction to the Applications of Microcomputers to Law Enforcement. Presented by Pennsylvania State University, McKeesport Campus. To be held at Harley of Pittsburgh (Penn Hills). Fee: $235.

20-22. Second International Conference on Assessment Centers for Police, Corrections and Fire Services. Presented by the Dade-Miami Criminal Justice Assessment Center, in cooperation with Assessment Designs Inc. and the Metro-Dade Police Department. To be held in Miami, Fla. Fee: $250.

21-22. Street Survival. Presented by Calibre Press. To be held in Cincinnati. Fee: $65.

25-26. Hostage Negotiations. Presented by Richard W. Kobetz & Associates Ltd. Fee: $350.

25-28. Fire and Arson Investigation. Presented by the University of Delaware, Division of Continuing Education. Fee: $235.

25-26. Educational Seminar: Budgeting, Disaster Planning, Cost Containment. Sponsored by the International Association for Hospital Security. To be held in Las Vegas, Nev.

25-29. Advanced Executive Development. Presented by the Broward County Criminal Justice Institute in conjunction with the Southern Police Institute. No fee.

25-29. Analytical Investigative Methods. Presented by ANACAPA Sciences Inc. in conjunction with the Kent State Police Training Academy. (Enroll with ANACAPA.) Fee: $425.

25-29. Microcomputers in Criminal Justice. Presented by the National Police Institute. To be held in Warrensburg, Mo. Fee: $325.

*25-29. **Computer Fraud.** Presented by the Institute of Public Service, Brenau Professional College. To be held in Gainesville, Ga.*

25-29. Police Traffic Radar Instructor Course. Presented by the Institute of Police Traffic Management. Fee: $295.

26-28. Financial Investigative Techniques. Presented by Milwaukee Area Technical College.

26-29. State Police Training Directors' Seminar. Presented by the Institute of Police Traffic Management. Fee: $150.

27-28. Street Survival. Presented by Calibre Press. To be held in Bellingham, Wash. Fee $65.

APRIL

1. Managing the Criminal Investigation. Presented by the University of Delaware, Division of Continuing Education. Fee: $325.

1. Private Security and Employee Theft. Presented by Webb Consultants Inc. To be held at the Fraternal Order of Police Lodge, Philadelphia, Pa. Fee: $100.

1-2. Evidence Gathering and Crime Scene Processing. Presented by the Criminal Justice Center, John Jay College of Criminal Justice. Fee: $150.

1-2. Contemporary Investigative Techniques. Presented by Richard W. Kobetz & Associates Ltd. Fee: $350.

1-2. High-Risk Incident Management. Presented by the Traffic Institute. To be held in San Diego. Fee: $175.

1-5. Arson for Profit. Presented by the Institute of Public Service, Brenau Professional College. To be held in Gainesville, Ga.

1-June 7. School of Police Staff and Command. Presented by the Traffic Institute. Fee: $1600.

2-4. DWI Enforcement. Presented by the Traffic Institute. Fee: $385.

3. Introduction to Security Management. Presented by the Criminal Justice Center Police Academy in conjunction with the American Training Institute. To be held in *Houston. Fee: $125.*

3. Self-Hypnosis for Police Officers. Presented by Milwaukee Area Technical College.

3-4. Security Stress and Burnout Management. Presented by Richard W. Kobetz & Associates Ltd. Fee: $350.

8-9. Vice Control. Presented by the University of Delaware, Division of Continuing Education. Fee: $250.

8-12. Human Resource Management in Public Safety. Presented by the Institute of Public Service, Brenau Professional College. To be held in Gainesville, Ga.

8-12. DWI Instructor Course. Presented by the Institute of Police Traffic Management. To be held in Jacksonville, Fla. Fee: $295.

8-12. Personnel Management. Presented by the New England Institute of Law Enforcement Management. To be held in Wellesley, Mass.

8-19. At-Scene Traffic Accident Homicide Investigation. Presented by the Institute of Police Traffic Management. Fee: $425.

9-10. Domestic Disputes and Crisis Intervention. Presented by the Kent State Police Training Academy. Fee: $35.

9-10. Dangerous Motorcycle Gangs — Advanced Course. Presented by the Milwaukee Area Technical College.

9-12. Special Problems in Accident Investigation. Presented by the Institute of Police Traffic Management. Fee: $250.

10-11. Street Survival. Presented by Calibre Press. To be held in Madison, Wisc. Fee: $65.

10-12. Technological Change and Security Management. Co-sponsored by the Academy of Security Educators and Trainers and Long Island University. To be held in Greenvale, N.Y. Fee: $150.

10-12. Public Safety Radio Dispatchers' Seminar. Presented by the University of Delaware, Division of Continuing Education. Fee: $235.

15-16. Street Survival. Presented by Calibre Press. To be held in Atlanta, Ga. Fee: $85.

15-17. Investigation of Pedestrian Accidents and Occupant Restraint Injuries. Presented by the Institute of Police Traffic Management. Fee: $250.

15-17. Microcomputers in Criminal Justice. Presented by The National Police Institute. To be held in Warrensburg, Mo. Fee: $225.

15-17. Introductory Microcomputer Workshop for the Police Manager. Presented by the Institute of Police Traffic Management. Fee: $295.

15-19. Physical Security: Advanced Locks and Locking Systems. Presented by the National Crime Prevention Institute. Fee: $325.

15-19. Microcomputer Workshop for Police Applications. Presented by the Institute of Police Traffic Management. Fee: $425.

15-19. Public Service Executive Officer Development. Presented by the Institute of Public Service, Brenau Professional College. To be held in Gainesville, Ga.

15-19. Crime Prevention & Loss Prevention In the Corporate Environment. Presented by the National Crime Prevention Institute. Fee: $325.

18. Shotgun Refresher Course. Presented by the Kent State Police Training Academy. Fee:$30.

16. Police Work Scheduling. Presented by the Traffic Institute. Fee: $95.

18-17. Our Parole System: Is It Working? A conference sponsored by Georgia State University in conjunction with the American Probation and Parole Association and the Metropolitan Atlanta Crime Commission. Fee: $25.

17-19. Child Sexual Abuse & Sexploitation. Presented by the Criminal Justice Center Police Academy. To be held in Huntsville, Tex. Fee: $175.

18-19. Annual Conference, Region II, National Correctional Education Association. To be held in Harper's Ferry, W, Va. Contact: Helen Pecht Miller, Maryland State Department of Education.

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Directory of Training Sources

ANACAPA Sciences Inc., Law Enforcement Programs, Drawer Q, Santa Barbara, CA 93102

Academy of Security Educators and Trainers, Inc. ASET Suite, Executive Office Building, 825 E. Baltimore St., Baltimore, MD 21202.

Association of Police Planning and Research Officers, c/o Capt. Stan Carter, Sarasota Police Department, P.O. Box 3528, Sarasota, FL 33578. Tel.: (813) 366-8000.

Broward County Criminal Justice Institute, Broward Community College. 3501 S.W. Davie Road, Ft. Lauderdale, FL 33314. (305) 475-6790.

Calibre Press, 666 Dundee Rd., Suite 1607, Northbrook, IL 60062

Center for Criminal Justice, Case Western Reserve University, Cleveland, OH 44106. Tel.: (216) 368-3308.

Colorado Department of Corrections, Attn: Jack Ludlow. Springs Office Park, North Building, 2860 South Circle Drive, Suite 2200, Colorado Springs, CO 80906. Telephone: (303) 579-9580.

Criminal Justice Center, John Jay College of Criminal Justice, 444 West 56th Street, New York, NY 10019. Tel.: (212) 247-1600

Criminal Justice Training Center, Modesto Junior College, 2201 Blue Gum Avenue, P.O. Box 4065, Modesto, CA 95352. Tel.: (209) 575-6487.

Criminal Justice Training and Education Center, Attn: Ms. Jeanne L. Klein, 945 S. Detroit Avenue, Toledo, OH 43614. Tel.: (419) 382-5665.

Florida Institute for Law Enforcement, St. Petersburg Junior College, P.O. Box 13489, St. Petersburg, FL 33733.

Georgia State University, Division of Continuing Education, Attn: Pat Dickinson, Atlanta, GA 30303. Tel.: (404) 658-3487.

Hocking Technical College, Special Events Office, Nelsonville, OH 45764. (614) 753-3591, ext. 319.

Institute of Police Traffic Management, University of North Florida, 4567 St. Johns Bluff Rd. So., Jacksonville, FL 32216

Institute of Public Service, Brenau Professional College, Gainesville, GA 30501-3697.

International Association of Chiefs of Police, 13 Firstfield Road, Gaithersburg, MD 20878. Tel.: (301) 948-0922.

Kent State Police Training Academy, Stockdale Safety Building, Kent, OH 44242. Telephone: (216) 672-3070.

Lifestyle Management Associates Inc., 5350 Poplar Avenue, Suite 410, P.O. Box 17781, Memphis, TN 38187-0781.

Maryland State Department of Education, Attn: Helen Pecht Miller, 200 W. Baltimore Street, Baltimore, MD 21202. Telephone: (301) 659-2580.

Milwaukee Area Technical College, 1015 North Sixth Street, Milwaukee, Wis. 53203.

MIS Training Institute, 4 Brewster Road, Framingham, MA 01701. Tel.: (617) 879-7999.

Narcotic Enforcement Officers Association, P.O. Box 999, Darien, CT 06820. Tel.: (203) 655-2906.

National Crime Prevention Institute, School of Justice Administration. University of Louisville, Louisville, KY 40292.

National Intelligence Academy, Attn: David D. Barrett, 1300 Northwest 62nd Street, Ft. Lauderdale, FL 33309. Telephone: (305) 776-5500.

National Police Institute, 405 Humphreys Building, Central Missouri State University, Warrensburg, MO 64093-5119.

National Training Center of Polygraph Science, 200 W. 57th Street, Suite 1400, New York, NY 10019. Tel.: (212) 755-5241.

New England Institute of Law Enforcement Management. Babson College, Drawer E, Babson Park, MA 02157.

Pennsylvania State University, McKeesport Campus, Continuing Education Department, University Drive, McKeesport, PA 15132. Tel.: (412) 678-9501.

Pennsylvania State University, S-159 Human Development Bldg., University Park, PA 16802

Police Executive Development Institute (POLEX), The Pennsylvania State University. S159 Human Development Building. University Park, PA 16802. Tel.: (814) 863-0262.

Richard W. Kobetz and Associates, North Mountain Pines Training Center, Arcadia Manor, Route Two, Box 100, Berryville, VA 22611. Tel.: (703) 955-1128 (24-hour desk).

Sam Houston State University, Criminal Justice Center Police Academy, Box 2296, Huntsville, TX 77341.

Sirchie Finger Print Laboratories, Criminalistics Training Center, 114 Triangle Drive, P.O. Box 30576, Raleigh, NC 27622.

Southern Police Institute, Attn: Ms. Shirley Beck, University of Louisville, Louisville, KY 40292, Tel.: (502) 588-6561.

Southwestern Law Enforcement Institute, P.O. Box 707, Richardson, TX 75080. Tel.: (214) 690-2370.

Traffic Institute, 555 Clark Street, P.O. Box 1409, Evanston, IL 60204

University of Delaware, Division of Continuing Education, 2800 Pennsylvania Avenue, Wilmington, DE 19806. Tel.: (302) 738-8155

Western Society of Criminology, Dr. Charles Tracy. President, Portland State University, Administration of Justice, Portland, OR 97207.

Webb Consultants Inc., Attn.: Prof. Robert J. McCormack, 3273 Teesdale Street. Basement Suite, Philadelphia PA 19136. Tel.: (215) 331-0645.

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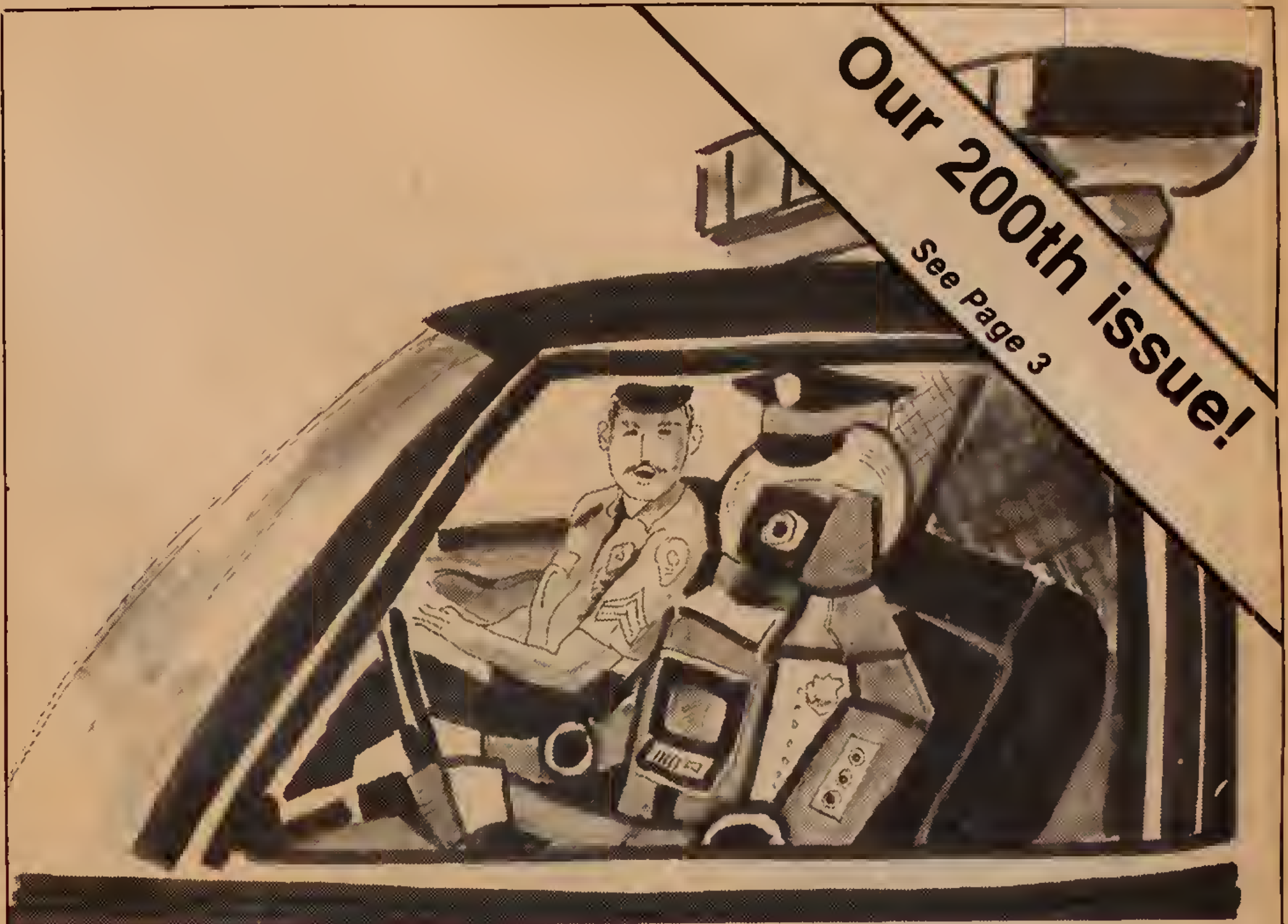

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Plus a firsthand look at how computers are helping manage the search for the Green River Killer